



The Effect of Work Discipline and Job Satisfaction on Employees Performance in Navigation District Type a Class II Tanjung Emas Port Semarang

Sudarso ^{1*}, Taswan ², Susilowati ³, Moh. Dwi Kharis Rifai ⁴

¹ Student, Sekolah Tinggi Ilmu Ekonomi Totalwin, Semarang, Indonesia

²⁻⁴ Lecturer, Sekolah Tinggi Ilmu Ekonomi Totalwin, Semarang, Indonesia

* Corresponding Author: **Sudarso**

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Abstract

The shipping and sea transportation sectors have become an integral part of the goods distribution system. The high demand for goods in various regions increases distribution activities so that ship visits increase and cause navigation activities to increase. It is very important for the Navigation District to be able to provide maximum navigation services because its duties and responsibilities are related to the safety and security of ships in the waters. The purpose of this research is to determine the influence of work discipline and job satisfaction on the productivity of employees of the Type A Navigation District Class II Tanjung Emas Semarang. The study was conducted using a quantitative method on the population of all employees of the Type A Navigation District Class II Tanjung Emas Semarang with a selected sample of 100 people. The instrument used was a questionnaire for IBM SPSS 25 data collection to analyze the data. The data analysis technique used multiple linear regression analysis statistical tests, t-tests, f-tests and determinant coefficients. The results showed that work discipline had a positive and significant effect on employees performance ($\beta_1 = 0.229$; sig. = 0.003). Job satisfaction had a positive and insignificant effect on employees performance ($\beta_2 = 0.123$; sig.= 0.224). Work discipline and job satisfaction had a significant simultaneous influence along with employees performance (sig. = 0.002) with a contribution of 11.8% ($R^2 = 0.118$).

Keywords: Work Discipline, Work Satisfaction, Employees performance

Introduction

Se Shipping and sea transportation are very important for the economy as an integral part of the production and distribution system of goods, especially for archipelagic countries such as Indonesia. This results in a high level of ship visits at the port, which increases ship navigation activities. Navigation activities have a function to guide ships in the water. In Indonesia, there is a Navigation District as a government agency that is authorized in navigation activities. The Navigation District is a Technical Implementation Unit in the field of navigation within the Directorate General of Sea Transportation of the Ministry of Transportation which is under and responsible to the Director General of Sea Transportation with the legal basis for implementation regulated in the Regulation of the Minister of Transportation (Permenhub) of the Republic of Indonesia Number PM 19 of 2022 concerning the Organization and Work Procedures of the Navigation District.

Navigation is a very important element in shipping because it is related to safety and security. Therefore, the Navigation District must be able to fulfill its duties and responsibilities to the fullest. Organizational performance is a unit that comes from the performance of its members, if employee's performance is good, the performance of the company or agency will show satisfactory results and the organization's goals will be achieved. To provide optimal customer service, employee's performance must be optimal. Employee's performance can be affected by work discipline and job satisfaction. The research by Aulia and Trianasari (2021) ^[1] showed that work discipline and job satisfaction affect employees performance.

Employees performance is the level of achievement or work result of an employee from the goals that must be achieved or tasks that must be carried out within a certain period of time (Simanjuntak, 2016) ^[11]. This will contribute directly to the performance of the company or organization. It can be said that an organization uses the performance of its members as a tool to achieve its organizational goals. Employees performance is very influential for the success of a company, good employees performance or performance will be directly proportional to good results in the company's business development (Paparang, 2021) ^[6]. Employees who have adequate knowledge, skills, and attitudes will be able to complete their tasks effectively and efficiently, thereby contributing to improving the overall performance of the company. The company will require employees or human resources to adapt to the systems that apply in the company, as well as develop themselves so that they can continue to improve their performance and productivity (Wicaksono, 2019) ^[13]. In order for employees performance to increase, it is necessary to create discipline at work and job satisfaction (Zahara and Hidayat, 2017) ^[14]. Employees performance can be assessed from aspects of work quality, quantity, punctuality, effectiveness and independence (Robbins, 2016) ^[9].

Work discipline is a tool or means for an organization to maintain its existence (Prasetyo and Marlina, 2019) ^[8]. Discipline is a behavior and act that respects and appreciates each other and complies with the regulations made by the company, both written and unwritten, and is able to carry out and receive sanctions if employees violate the regulations in the company or agency (Syafrina, 2017) ^[12]. The high discipline of a person in obeying all the rules set, the implementation of work can meet the desires that have been set (Hartatik, 2014) ^[4]. Work discipline is assessed from the aspects of timeliness, responsibility, compliance, and the level of task completion (Pranitasari and Khotimah, 2021) ^[7]. Employee job satisfaction is the moral motivation of employees, discipline, and employee work achievement in supporting the realization of the goals that a company wants to achieve (Hasibuan, 2014) ^[5]. Job satisfaction is a generalization of attitudes towards their work based on various aspects of their work (Aulia and Trianasari, 2021) ^[1]. This can be enjoyed in the internal and external environment of work or both at the same time. Employees who are not satisfied at work can result in bad behavior at work, which hinders the achievement of maximum performance levels (Gunawan and Suci, 2022) ^[3]. If employees are satisfied with their work, it will have a good impact on the company, because it will improve the performance of the employee (Fitri and Endratno, 2021) ^[2]. Job satisfaction is measured by satisfaction with the job itself, wages, promotions, supervises and colleagues (Robbins and Judge, 2015) ^[10].

Methods

The research was conducted in the Navigation District Type A Class II Tanjung Emas Port Semarang, Central Java, Indonesia in February – May 2024. This research is a causal associative research with a quantitative approach. The population of this study was all employees of Navigation

District Type A Class II Tanjung Emas Port Semarang as many as 132 people and a sample of 100 people was taken using a simple random sampling technique. The instruments used were questionnaires and IBM SPSS applications. The independent variables of this study are compensation and career development while the dependent variable is employees performance. The data analysis techniques used are descriptive analysis and multiple linear regression analysis.

Results

Respondent Characteristics

This analysis was conducted on 100 employees of the Type A Navigation District Class III of Tanjung Emas Port Semarang to find out the characteristics of the research respondents including: gender, age, last education, and length of work. The results of the analysis (table 1) showed the dominant characteristics of the research respondents according to their respective categories, including: male gender (74%), age group 26-30 years (40%), last education Diploma (47%), and length of work 1-2 years (47%).

Table 1: Descriptive Analysis Result of Respondent Characteristics

Characteristics	Frequency	Percentage
Gender		
Male	74	74
Female	26	26
Total	100	100%
Age		
26-30 years old	40	40
31-35 years old	25	25
35-40 years old	23	23
>40 years old	12	12
Total	100	100%
Last Education		
SMA	35	35
Diploma	47	47
S1	18	18
Total	100	100%
Length of Work		
< 1 years	8	8
1-2 years	47	47
> 2 years	45	45
Total	100	100%

Variable Category Description

The variable category describes the respondents' responses to the research variables which are categorized into high, medium, and low. The results of the categorization (table 4) show that mostly: the compensation of respondents is moderate (66%); the career development of respondents was moderate (55%); and job satisfaction is moderate (71%).

Table 2: Results of Descriptive Analysis of Variable Data

Variable	Min	Max	Mean	SD
Work Discipline	3,25	4,50	3,9525	0,27454
Job Satisfaction	3,40	4,40	3,9060	0,20391
Employees performance	3,80	4,80	4,2720	0,20990

Table 3: Variable Categorization

Category	Interval Score	Frequent	Percentage
Work Discipline			
High	$X > 4, 22704$	26	26%
Medium	$4,22704 > X > 3,67796$	68	68%
Low	$X < 3,67796$	6%	6%
Total		100	100%
Job Satisfaction			
High	$X > 4,10991$	12	12%
Medium	$4,10991 > X > 3,70209$	71	71%
Low	$X < 3,70209$	17	17%
Total		100	100%
Employees performance			
High	$X > 4.4819$	47	47%
Medium	$4.4819 > X > 4.0621$	30	30%
Low	$X < 4.0621$	23	23%
Total		100	100%

Analysis Prerequisite Test

1. Normality Test

The data normality test used the Kolmogorov-Smirnov test. The results of the data normality test (table 5) show that the significance value is 0.150 which is greater than 0.05 so that H0 can be accepted. So it can be concluded that the data is normally distributed.

Table 4: Normality Test Result

Variable	Asymp. Sig (2-tailed)	Keterangan
Residual variable employees performance, Work Discipline, Job Satisfaction	0,150	Normal

2. Linearity Test

The linearity test was carried out on a variable independent of the dependent variable. The results of the statistical test (table 6) show that the significance of each independent variable is greater than 0.05. So it can be concluded that all variables are linear independent with dependent variables.

Table 5: Linearity Test Result

Variable	Significant	Keterangan
Work Discipline	0,150	Linier
Job Satisfaction	0,071	Linier

3. Multicollinearity Test

The Multicollinearity Test was carried out between independent variables in the study. The results of the static test (table 7) showed a tolerance value of > 0.1 and a VIF value of < 10 . Therefore, it can be concluded that there is no multicollinearity between dependent variables.

Table 6: Multicollinearity Test Result

Variable	Tolerance	VIF
Work Discipline	0,960	1,041
Job Satisfaction	0,960	1,041

4. Heteroscedastisity Test

The heteroscedasticity test was carried out using the Gleiser test. The results of the statistical test (table 8) show that the significance level is > 0.05 so it can be concluded that there is no variance difference from the residual of one observation to another observation in the regression model.

Table 7: Heteroscedastisity Test Result

Variable	Significant
Work Discipline	0,227
Job Satisfaction	0,478

Hypothesis Test

The hypothesis proposed in this study is

Hypothesis I: Work discipline has a significant and positive effect on employees performance in Navigation District Type A Class II Tanjung Emas Port Semarang

Hypothesis II: Job Satisfaction has a significant and positive effect on employees performance in Navigation District Type A Class II Tanjung Emas Port Semarang

Hypothesis III: Work discipline and job satisfaction have a significant effect simultaneously on employees performance in Navigation District Type A Class II Tanjung Emas Port Semarang

The results of the regression analysis test (table 8) showed the value of the regression coefficient (β) of each variable independent of the dependent variable so that a regression equation was obtained:

$$Y = 2,889 + 0,229 X_1 + 0,123 X_2$$

The regression coefficient of work discipline (X_1) shows a positive number (0.229) with a significance value of $0.003 < 0.05$ which means that H1 is accepted. The job satisfaction regression coefficient (X_2) shows a positive number (0.123) with a significance value of $0.224 < 0.05$ which means that H2 is rejected. In the results of the regression analysis (table 8), the results of the F test were also obtained which showed a significance value of $0.002 < 0.05$ so that H3 was accepted with a determinant coefficient (R^2) of 0.118.

Table 8: Multiple Linear Regression Analysis Results

Variable	β	t	Sig.
Constant	2,889		
Work Discipline	0,229	3,074	0,003
Job Satisfaction	0,123	1,223	0,224
F	6,480		0,002
R^2	0,118		

Discussions

The Effect of Work Discipline on Employees performance in Navigation District Type A Class II Tanjung Emas Port Semarang

Based on the results of the study, it is known that hypothesis I was accepted so that it can be concluded that work discipline has a significant effect on employees performance of Navigation District Type A Class II Tanjung Emas Port Semarang. Work discipline also shows a positive influence which means that an increase in work discipline will also lead to an increase in employees performance. Work discipline is the act of complying with applicable company regulations, which are made by considering the effectiveness and efficiency of organizational resources. This is in line with the research of Prasetyo and Marlina (2019) ^[8], Aulia and Trianasari (2021) ^[1] and Gunawan and Suci (2022) ^[3] that work discipline has a positive and significant effect on employees performance.

The Effect of Job Satisfaction on Employees performance in Navigation District Type A Class II Tanjung Emas Port Semarang

Based on the results of the study, it is known that hypothesis II can be rejected so that it can be concluded that job satisfaction has no effect on employees performance of Navigation District Type A Class II Tanjung Emas Port Semarang. Employee job satisfaction is currently not at a level that can encourage employees to work harder. Therefore, it is necessary to increase employee job satisfaction so that employees can work optimally and maximize their efforts so as to produce good performance. This is in line with the research of Fitri and Endratno (2021) ^[2] that job satisfaction has no effect on job satisfaction.

The Effect of Work Discipline and Job Satisfaction on Employees performance Navigation District Type A Class II Tanjung Emas Port Semarang

Based on the results of the study, it is known that hypothesis III is acceptable, so it is concluded that work discipline and job satisfaction simultaneously have a significant effect on employees performance of Navigation District Type A Class II Tanjung Emas Port Semarang. This simultaneous influence contributed by 11.8% ($R^2 = 0.118$). A high level of discipline reflects that employees have good enthusiasm and hard work. This can happen if employees are also satisfied with their work. Employees who have a high level of job satisfaction will be able to work with minimal worry so that they can be productive and improve performance. This supports the results of research by Prasetyo and Marlina (2019) ^[8] and Gunawan and Suci (2022) ^[3] that discipline and job satisfaction have a significant simultaneous effect on employees performance.

Conclusion

From the research that has been carried out on the influence of work discipline and job training on the performance of the Navigation District Type A Class II Tanjung Emas Port Semarang, it can be concluded:

1. Work discipline has a positive ($\beta = 0.229$) and significant (sig. $0.003 < 0.05$) influence on employee performance so that H1 is accepted. So, work discipline has a significant effect on employees performance in Navigation District Type A Class II Tanjung Emas Port Semarang.
2. Job satisfaction has a positive ($\beta = 0.123$) and insignificant (sig. $0.224 < 0.05$) influence on employee performance, so H2 is rejected. So, job satisfaction has a significant effect on employees performance in

Navigation District Type A Class II Tanjung Emas Port Semarang.

3. Work discipline and job satisfaction simultaneously have a significant 0.002 which is less than 0.05 so that H3 is accepted. Therefore, work discipline and job training have a significant effect simultaneously on employees performance in the Navigation District Type A Class II Tanjung Emas Port Semarang. The magnitude of the influence of the two simultaneously is 11.8% ($R^2 = 0.118$).
4. From the results of the research, it is better that the Navigation District Type A Class II Tanjung Emas Port Semarang can increase the job satisfaction of its employees from the aspect of supervision and colleagues so that employees have a positive attachment to each other so as to increase cooperation and support each other at work. This is very important to be pursued by superiors because salaries and promotions because they have been regulated in the applicable regulations so that they cannot be intervened by the Navigation District Type A Class II Tanjung Emas Port Semarang, unless there is a change in the regulations of the Ministry of Transportation on the organization and governance of the Navigation District.
5. This study has limitations in examining the influence of work discipline and job satisfaction as an independent variable on employee performance as a dependent variable. Researchers can then use this study as a reference and continue the research by using other factors and using work discipline and job satisfaction as intervening variables that can mediate the influence of other factors on employee performance.

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