

The Effect Of Work Discipline, Compensation, Occupational Health And Safety On Employee Job Satisfaction

Syardiansah^{1*}, Dhian Rosalina², Febbie Naully Yusmalita³

¹Universitas Samudra, syardiansah@unsam.ac.id

²Universitas Samudra, dhian.rosalina@unsam.ac.id

³Universitas Samudra, febbie.nys@unsam.ac.id

ABSTRACT

A growing company should prioritizes discipline, compensation and employee safety and health to be able to produce employee satisfaction which can ultimately improve performance or positive results for the company. This study aims to determine the effect of work discipline, compensation and health and occupational health and safety on employee job satisfaction at PT Sisirau Aceh Tamiang Regency. The sample in this study were 52 respondents, which were all employees who were in the section under study. The data analysis method used is multiple linear regression analysis to see the effect of the relationship between each based variable and the dependent variable. The results showed that work discipline had a positive and significant effect on employee job satisfaction, compensation had a positive and significant effect on employee job satisfaction, and occupational health and safety had a positive and significant effect on employee job satisfaction.

Keywords: work discipline, compensation, occupational health and safety, job satisfaction

Naskah diterima: 27-04-2022, direvisi: 27-06-2022, diterbitkan: 01-09-2022

INTRODUCTION

In the current era, business competition between companies is very tight and high, this makes every company must be able to develop to be able to continue to advance and survive. The developments made by the company are expected to be able to bring the company to keep up with the era of globalization so as not to lose in the competition. Companies can develop is the desire of every individual who is in the company itself. Human resources are an important element in determining the progress or failure of a company or organization. Therefore, the steps taken by the company to survive in the competition in this era is to create good human resources for the company itself.

One of the important factors to create good human resources is to pay attention to human satisfaction itself. According to Damayanti et al., (2018), job satisfaction is an emotional attitude that is pleasant and loves his job. Employees who are satisfied will give

a good response to their work or employees who are satisfied will be said to have a positive attitude towards their work. Conversely, employees who are not satisfied are feared to take actions that are not in accordance with the company's vision and mission, therefore if employees get job satisfaction, they will not do activities that have nothing to do with the work they have to do, with employee job satisfaction will increase self-discipline. Research conducted by Yanti & Trianasari (2021) found that job satisfaction has a significant effect on work discipline, where the more satisfied employees are, the more disciplined they will work.

Work discipline is a starting point for all success in achieving organizational goals. The application of work discipline in an organization aims to make all employees in the company willing to voluntarily obey and obey every applicable order without any coercion. Good work discipline can be seen

from the high awareness of its employees in complying with all applicable rules and regulations, the great sense of responsibility for their respective duties, as well as increasing the efficiency and performance of the employees. According to Sutrisno (2014) discipline is an attitude of willingness and willingness of a person to fulfill and obey the norms of the regulations that apply around him.

One of the factors that enable the growth of job satisfaction is compensation to employees. According to Dwianto et al. (2019), compensation is a service fee or remuneration provided by the organization to the workforce because the workforce has contributed energy and thoughts for the progress of the organization in order to achieve the goals that have been set. If the value of remuneration or compensation provided by the company is in accordance with the expectations of the employee, it can be said that the employee is experiencing job satisfaction. Appropriate, careful and continuous compensation will provide employee job satisfaction. Apart from that, occupational health and safety is one of the human resource maintenance programs in the company. Occupational health is intended to provide protection for workers against themselves at work. According to Bhastary & Suwardi (2018), Occupational health refers to conditions that are free from physical, mental, emotional or pain disorders caused by the work environment. Work safety can provide a sense of security for employees so they can work as much as possible. Work safety includes the protection of employees from injuries caused by work-related accidents. Work safety is also related to machines, maintenance, work tools, materials and processing processes, the work base in the work environment as well as ways to do work and production processes.

PT. Sisirau is a private company engaged in the production of palm oil and its processing. PT. Sisirau, Aceh Tamiang Regency, which is located in Alur Gantung Sidodadi, Young Vocational District, Aceh Tamiang Regency, was established in 1998 and has 111 employees. To achieve a vision and mission in the company, this company must also expect to have employees who are able to work well and professionally, so in that to create a company as expected, the importance of human resources for the survival and progress of a company, causes companies to provide Special attention to this factor of production, because human resources have a greater impact on organizational effectiveness than other resources. How well human resources are managed will determine the success of the organization in the future.

After making direct observations to PT. Sisirau, Aceh Tamiang Regency, the researcher found several problems regarding the attitudes of employees in the company that were not in accordance with the wishes of the company. It is found that there are still employees who have not worked optimally and have not complied with company rules. As the researchers found, there are still many employees who do not comply with their working hours. For example, during working hours, there are employees who leave the company area and return to their respective homes during break hours. According to company regulations, employees must remain in the company area even during breaks. This clearly contradicts the discipline factor, where work discipline should be upheld as the main requirement to create a good performance because good performance can lead to self-satisfaction with employees.

Another problem found is the issue of occupational health and safety. At PT. Sisirau, Aceh Tamiang Regency are still some employees who do not use complete safety

attributes at work. As in the processing department, it was found that many employees were not wearing helmets, not wearing gloves and not all employees were wearing shoes according to the standards of the processing department which are directly related to machines and other dangerous tools. Regarding employees who do not use complete attributes, it is triggered by the absence of complete attribute availability in the company, but the company claims to have worked on attributes for its employees. Whereas attributes are one of the important things so that employees feel safe at work.

In addition to problems regarding discipline and K3, found other factors that trigger job dissatisfaction, namely the compensation factor. Through interviews conducted by researchers to several employees, it turns out that employees are still not satisfied with the compensation they get. The delay in paying salaries by the company had reduced the enthusiasm of employees to work.

LITERATURE REVIEW

Satedjo & Kempa (2017) mention discipline as the attitude of a person or group who intends to follow the rules that have been set. According to Meilany & Ibrahim (2015), discipline is a management action to encourage employees to comply with the demands of these provisions, in other words, employee discipline is a form of training that seeks to improve and shape knowledge of attitudes and behavior of employees so that employees are voluntarily cooperative with other employees. improve work performance. Meanwhile, according to Lumentut & Dotulong (2015), work discipline is defined as an attitude, behavior, and actions that are in accordance with the regulations of the organization in written form or not. Therefore, in practice, if an organization has sought most of the rules that most employees obey, then discipline can be enforced.

According to Sutrisno (2016) compensation is calculated based on job evaluation, the calculation of compensation based on job evaluation is intended to obtain compensation that is close to worth and equity. Meanwhile, according to Sutrisno (2016), what is meant by compensation is everything that is received by employees as remuneration for their work. And Hasibuan (2014) argues that compensation is all income in the form of money, goods directly or indirectly received by employees in return for services provided to the company.

Occupational health and safety (K3) is a concern and protection given by the company to all employees Bhastary & Suwardi (2018). According to E.g et al., (2018), K3 is a system designed to ensure good safety for all personnel in the workplace so as not to suffer injuries or cause illness in the workplace by complying with or obeying the laws and regulations of K3. Kautsar et al., (2013) stated that K3 is one way to protect employees from the dangers or threats of safe and healthy work accidents that support the achievement and goals of the company.

According to Sutrisno (2016) job satisfaction is an emotional state that is pleasant or unpleasant for employees to view their work. Job satisfaction reflects a person's feelings towards his job. This can be seen in the positive attitude of employees towards work and everything that is faced in the work environment. Meanwhile, according to Noor (2015), employee satisfaction does not automatically increase productivity, although employee dissatisfaction tends to reduce productivity, is absent more often and produces lower quality than satisfied employees. And according to Priansa (2016) job satisfaction is a person's attitude towards their services, that attitude comes from their perception of their work, job satisfaction is a collection of feelings, beliefs, and thoughts about how to respond to their work. Cognitive aspects of job satisfaction are workers' beliefs

about work and work situations. Job satisfaction shows the match between a person's expectations that arise and the rewards provided by the company.

RESEARCH METHODS

This research is a quantitative study with a concentration of human resource management science that proposes theories regarding Work Discipline, Compensation, Occupational Health and Safety, and Employee Job Satisfaction. This research was conducted at PT. Sisirau, Aceh Tamiang Regency, which is located in Sidodadi Aluruntung Village, Young Vocational District, Aceh Tamiang Regency. The population in this study were employees of PT Sisirau in the processing section, totaling 65 people. According to Sugiyono (2018) the population is a generalization area consisting of objects/subjects that have certain qualities and characteristics determined by researchers to be studied and then drawn conclusions. Meanwhile, according to Sugiyono (2018) the sample is part of the number and characteristics possessed by the population. To determine the number of samples, the Slovin formula is used as follows (Sugiyono, 2018):

$$n = \frac{N}{1 + N(e^2)} \dots \dots \dots (1)$$

Information:

n = sample size

N = population size

e = percent error due to sampling error

Based on the Slovin formula above, for a population of 65 and the desired margin of error of 5%, the number of samples is 52 people.

1. The sampling technique in this study uses probability sampling. According to Sugiyono (2018) the sampling technique is a data collection technique

to determine the sample to be used in research. In this study using random sampling method or random sampling that is to provide equal opportunities or opportunities for each element or member of the population to be selected as a sample.

2. Data collection techniques

Data collection in this study was carried out through field studies in the form of observations, interviews and questionnaires (Sugiyono, 2016). And literature study in the form of data collection by conducting a review study of books, literatures, notes, and reports that have to do with the problem being solved (Nazir, 2013). In this study, the data sources were obtained by searching from books and journals.

3. Data analysis techniques

To analyze the data using multiple linear regression equations, test validity and reliability Sugiyono (2016), classical assumption test in the form of normality test, heteroscedasticity test, multicollinearity test (Ghozali, 2016). And hypothesis testing in the form of t test, F test and coefficient of determination test.

4. Variable operations

Work discipline is an attitude and behavior of a person who shows obedience, regularity and order to company or organizational regulations and social norms that apply to PT. Sisirau, Aceh Tamiang Regency.

Compensation is everything that is received either in the form of physical or non-physical which means that the compensation is received by a worker or employee for the services resulting from his work at PT. Sisirau, Aceh Tamiang Regency.

Job satisfaction is the level of pleasure that a person feels for his role or work in the organization of PT. Sisirau, Aceh Tamiang Regency.

DISCUSSION

1. Validity Test

The validity test was carried out by comparing the calculated r-value and the r-table value. R-count is obtained from the results of calculations using the SPSS application.

Table 1. Validity Test Results

N	Statement	r-count	r-table
Work Disiplince			
1.	Statement 1	0,665	0,30
2.	Statement 2	0,771	0,30
3.	Statement 3	0,700	0,30
4.	Statement 4	0,796	0,30
Compensation			
1.	Statement 1	0,719	0,30
2.	Statement 2	0,717	0,30
3.	Statement 3	0,685	0,30
4.	Statement 4	0,689	0,30
5.	Statement 5	0,714	0,30
Occupational Health and Safety			
1.	Statement 1	0,638	0,30
2.	Statement 2	0,614	0,30
3.	Statement 3	0,703	0,30
4.	Statement 4	0,679	0,30
5.	Statement 5	0,679	0,30

6.	Statement 6	0,610	0,30
Job Satisfaction			
1.	Statement 1	0,649	0,30
2.	Statement 2	0,701	0,30
3.	Statement 3	0,701	0,30
4.	Statement 4	0,640	0,30
5.	Statement 5	0,545	0,30
6.	Statement 6	0,604	0,30
7.	Statement 7	0,630	0,30
8.	Statement 8	0,683	0,30
9.	Statement 9	0,565	0,30
10.	Statement 10	0,702	0,30

Source: primary data processed (2022)

Based on the test results, the r-count value in 25 statements is greater than the r-table value so that it can be stated that 25 valid statements or statements on the questionnaire are able to reveal something that will be measured by the questionnaire.

2. Reliability Test

The reliability test was carried out using a comparison of Cronbach's alpha value > 0.60 criteria.

Table 2. Reliability Test Results

Variable	Cronbach's alpha	Criteria
Work Disiplince	0,864	0,60
Compensation	0,873	0,60
Occupational Health and Safety	0,860	0,60
Job Satisfaction	0,896	0,60

Source: primary data processed (2022)

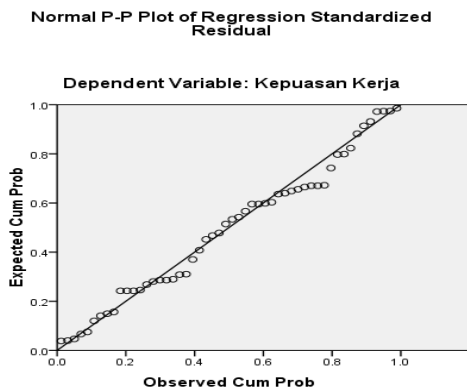
Based on the results of the reliability test, it can be seen the results of the reliability test on the variables of work discipline, compensation, health and safety and job satisfaction. The test results on each variable obtained Cronbach's alpha > 0.60 and it can be stated that all are reliable and the questionnaire is said to be reliable because the answers to the statements are consistent or stable

3. Classical Assumption Test

The classical assumption test is used to determine whether there is residual normality and heteroscedasticity in the regression model. Based on the test results, all classical deviations from the research data can be explained as follows.

a. Normality test

The normality test in the regression model is used to test whether the residual value resulting from the regression is normally distributed or not. Residual normality test with normal graph p-plot.



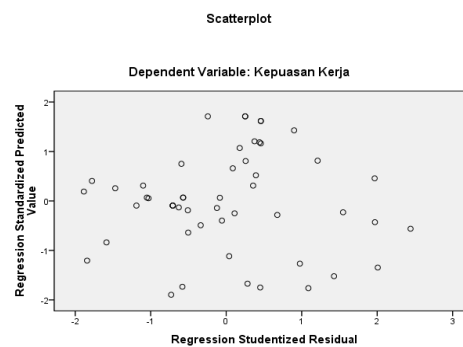
Source: primary data processed (2022)
Figure 1. Normal graph p-plot.

Based on the normal p-plot graph, it can be seen that the output graph of the plot graph shows the distribution pattern of the data spreading around the diagonal line and

following the direction of the diagonal line or the histogram graph shows a normal distribution pattern, so it can be concluded that the regression model meets the assumption of normality.

b. Heteroscedasticity test

Heteroscedasticity test was carried out to test whether in the regression model there was an inequality of variance from the residuals of one observation to another observation. Heteroscedasticity test using a scatter plot graph.



Source: primary data processed (2022)

Figure 2. Scatterplots Graph

Based on the scatterplot graphic image, there is no certain pattern because the points spread irregularly above and below the 0 axis on the Y axis, then based on the output results on the scatterplot graph there are no symptoms of heteroscedasticity, and the requirements for a good regression model are met with no heteroscedasticity. .

c. Multicollinearity test

Multicollinearity test was carried out to produce a linear regression model. The multicollinearity test was carried out by comparing the tolerance value and the VIF value of the test results.

Table 3. Multikolinearity Test Results

Model	Collinearity Statistics	
	Tolerance	VIF

(Constant)		
Work Disiplince	.304	3.288
Compensation	.238	4.204
Occupational Health and Safety	.309	3.234

Source: primary data processed (2022)

Based on the results of the calculations in table 3, it is known that the value of tolerance 0.1 is for work discipline of $0.304 > 0.1$, compensation $0.238 > 0.1$, occupational health and safety $0.309 > 0.1$ and the value of variance inflation factor $VIF < 10$, work discipline $3.288 < 10$, compensation $4.204 < 10$, occupational health and safety $3.234 < 10$, and it can be stated that there is no multicollinearity.

4. Multiple Linear Regression Test

Multiple linear regression equation is an analysis to determine the effect of work discipline, compensation, occupational health and safety of employees of PT. Sisirau.

Table 4. Multiple Linear Regression Analysis Results

Model	Unstandardized Coefficients			
	B	Std. Error	t	Sig.
1 (Constant)	.939	.225	4.171	.000
Work Disiplince	.359	.095	3.764	.000
Compensation	.210	.104	2.017	.049
Occupational Health and Safety	.234	.080	2.918	.005

Source: primary data processed (2022)

Based on table 4, multiple linear regression equations can be made: $Y = 0.939 + 0.359X_1 + 0.210X_2 + 0.234X_3$

The constant of 0.939 is the job satisfaction of employees at PT. Sisirau Aceh Tamiang Regency when the variables of work

discipline, compensation and occupational health and safety are constant (fixed).

The work discipline regression coefficient of 0.359 can be stated that work discipline has a positive influence on employee job satisfaction at PT. Sisirau Aceh Tamiang Regency, if work discipline increases by one unit, it will increase employee job satisfaction at PT. Sisirau Aceh Tamiang Regency is 0.359 units with the assumption that the variables of compensation and occupational health and safety are fixed.

The career development regression coefficient of 0.210 can be stated that compensation has a positive influence on employee job satisfaction at PT. Sisirau Aceh Tamiang Regency, if the compensation is increased by one unit it will increase employee job satisfaction at PT. Sisirau Aceh Tamiang Regency is 0.210 units with the assumption that the variables of work discipline and occupational health and safety are fixed.

The occupational health and safety regression coefficient of 0.234 can be stated that occupational health and safety has a positive influence on employee job satisfaction at PT. Sisirau, Aceh Tamiang Regency, if occupational health and safety increases by one unit, it will increase employee job satisfaction at PT. Sisirau Aceh Tamiang Regency is 0.234 with the assumption that the variables of work discipline and compensation have a fixed value.

5. Hypothesis Test

Hypothesis testing was carried out using the t test (partially) and the F test (simultaneously) which can be seen based on the results in table 4. Work discipline obtained a value of $t \text{ sig} < 5\%$ ($0.000 < 0.05$) then H_a is accepted and it can be stated that work discipline has a significant effect on employee job satisfaction at PT. Sisirau, Aceh Tamiang Regency. Work discipline has a positive and

significant effect on job satisfaction of employees of PT. Sisirau, Aceh Tamiang Regency, which is known from the results of multiple linear regression equations and T-test. Then based on the results of research with questionnaires it is known that there are many agree and strongly agree responses to the statements submitted. Among these statements regarding work discipline are that employees comply with all regulations set by the company, this is shown by the behavior of employees while working at PT. Sisirau, Aceh Tamiang Regency.

Compensation obtained value of $t \text{ sig} < 5\%$ ($0.049 < 0.05$) then H_a is accepted and it can be stated that compensation has a significant effect on employee job satisfaction at PT. Sisirau, Aceh Tamiang Regency. Compensation has a positive and significant effect on the performance of employees of PT. Sisirau, Aceh Tamiang Regency, which is known from the results of multiple linear regression equations and t-test. Then based on the results of research with questionnaires, it is known that there are many responses agree and strongly agree with the statements submitted. Among them, the statement regarding compensation is that the salary received by the employee is obtained on time and with a nominal that has been determined by the company in accordance with the employee's working hours.

Occupational health and safety obtained a value of $t \text{ sig} < 5\%$ ($0.005 < 0.05$) then H_a is accepted and it can be stated that occupational health and safety has a significant effect on employee job satisfaction at PT. Sisirau, Aceh Tamiang Regency. Occupational health and safety has a positive and significant effect on the performance of employees of PT. Sisirau, Aceh Tamiang Regency, which is known from the results of multiple linear regression equations and T-test. Then based on the results of research with questionnaires it is

known that there are many agree and strongly agree responses to the statements submitted. Among these statements regarding occupational health and safety is that the company always provides first aid kits in the workplace, then employees are in a safe work environment and the company always holds health checks for employees according to a predetermined time.

Table 5. ANOVA

Model	Mean Square	F	Sig.
1 Regression	3.361	75.748	.000
Residual	.044		
Total			

Source: primary data processed (2022)

It can be seen that the value of $F \text{ sig} < 5\%$ ($0.000 < 0.05$) then H_a is accepted and can be stated simultaneously work discipline, compensation and occupational health and safety have a significant effect on employee job satisfaction at PT. Sisirau, Aceh Tamiang Regency. Work discipline, compensation and occupational health and safety have a positive and significant effect on the performance of employees of PT. Sisirau Aceh Tamiang Regency, which is known from the results of the coefficient of determination and the F test.

Based on the results of the study, it is known that work discipline, compensation and occupational health and safety simultaneously affect employee job satisfaction. Because with the work discipline, employees will comply with all regulations at PT. Sisirau, Aceh Tamiang Regency, then with the compensation provided by the company also supports employees to work better in order to get appropriate remuneration for their work, with occupational health and safety making employees feel safe in doing their jobs so that employees can do a good job without interruption whatever.

Table 6. Model Summary

Model	R	R Square	Adjusted R Square
1	.909	.826	.815

Source: primary data processed (2022)

It can be seen that the coefficient of determination (R²) in the adjusted R Square column is 0.815. Thus, 81.5% work discipline, compensation, occupational health and safety can explain the variable job satisfaction of employees at PT. Sisirau, Aceh Tamiang Regency, while 18.5% is influenced by other variables not examined in this study.

CONCLUSION

Based on the results of research that has been done regarding the analysis of the influence of work discipline, compensation, health and safety on employee job satisfaction, it can be concluded as follows that work discipline has a positive and significant influence on employee performance at PT. Sisirau, Aceh Tamiang Regency. Employees who comply with all regulations and have a disciplined attitude will provide job satisfaction for themselves because it creates convenience for their work. Compensation has a positive and significant effect on the performance of employees of PT. Sisirau, Aceh Tamiang Regency. Employees who are compensated in accordance with the agreement will create satisfaction for themselves and their work because they feel valued in doing their work. Occupational Health and Safety has a positive and significant impact on Employee Satisfaction at PT. Sisirau, Aceh Tamiang Regency. Employees who are concerned about occupational health and safety can affect their job satisfaction because employees can feel safe in doing their jobs. Work Discipline, Compensation, Occupational Health and Safety simultaneously affect the Job Satisfaction of PT. Sisirau, Aceh Tamiang Regency.

REFERENCE

- Bhastary, M. D., & Suwardi, K. (2018). Analisis Pengaruh Keselamatan Dan Kesehatan Kerja (K3) Dan Lingkungan Kerja Terhadap Kinerja Karyawan Di PT. Samudera Perdana. *Jurnal Manajemen Dan Keuangan*, 7(1), 47–60. <https://doi.org/10.33059/jmk.v7i1.753>
- Damayanti, R., Hanafi, A., & Cahyadi, A. (2018). Pengaruh Kepuasan Kerja Terhadap Kinerja Karyawan (Studi Kasus Karyawan Non Medis RS Islam Siti Khadijah Palembang). *Jurnal Ilmiah Manajemen Bisnis Dan Terapan*, 2, 75–86. <https://doi.org/https://doi.org/10.29259/jmbt.v15i2.6655>
- Dwianto, A. S., Purnamasari, P., & Tukini, T. (2019). Pengaruh Kompensasi Terhadap Kinerja Karyawan Pada PT. JAEIL INDONESIA. *Jesya (Jurnal Ekonomi & Ekonomi Syariah)*, 2(2), 209–223. <https://doi.org/10.36778/jesya.v2i2.74>
- E.g, E., Diah, Y. M., & Zen, K. M. (2018). Pengaruh Keselamatan Dan Kesehatan Kerja Terhadap Kinerja Karyawan PT. Pertamina EP Asset 2 Prabumulih. *Jembatan*, 14(2), 103–118. <https://doi.org/10.29259/jmbt.v14i2.5296>
- Ghozali, I. (2016). *Aplikasi Analisis Multivariete Dengan Program IBM SPSS 23 . Cetakan ke VIII*. Badan Penerbit Universitas Diponegoro.
- Hasibuan, M. S. (2014). *Manajemen Sumber Daya Manusia*. Bumi Aksara.
- Kautsar, I. AL, S, B. S., & Musadieg, M. Al. (2013). Pengaruh Keselamatan Dan Kesehatan Kerja Terhadap Kinerja Karyawan (Studi pada Karyawan Tetap Bagian Produksi PR.Sejahtera Abadi Malang). *Jurnal Administrasi Bisnis SI Universitas Brawijaya*, 6(2), 78070.
- Lumentut, M. D. ., & Dotulong, L. O. . (2015). Pengaruh Motivasi, Disiplin, dan Lingkungan Kerja Terhadap Kepuasan Kerja Karyawan Pada PT. Bank SULUT Cabang Airmadidi. *Jurnal EMBA*, 3(1), 74–85.
- Meilany, P., & Ibrahim, M. (2015). Pengaruh Disiplin Kerja Terhadap Kinerja Karyawan (Kasus Bagian Operasional

- PT. Indah Logistik Cargo Cabang Pekanbaru). *Jurnal Online Mahasiswa*, 2(2), 1–11.
- Nazir, M. (2013). *Metode Penelitian*. Ghalia Indonesia.
- Noor. (2015). *Penelitian Ilmu Manajemen*. Kencana.
- Priansa. (2016). *Perencanaan dan Pengembangan SDM*. Alfabeta.
- Satedjo, A. D., & Kempa, S. (2017). Pengaruh Kompensasi Dan Disiplin Kerja Terhadap Kinerja Karyawan PT. Modern Widya Tehnical Cabang Jayapura. *Agora*, 5(3), 1–9.
- Sugiyono, S. (2016). *Metode Penelitian Kuantitatif, Kualitatif dan R&D*. Alfabeta.
- Sugiyono, S. (2018). *Metode Penelitian Kuantitatif, Kualitatif dan R&D*. Alfabeta.
- Sutrisno, E. (2014). *Manajemen Sumber Daya manusia*. Pradana Kencana.
- Sutrisno, E. (2016). *Manajemen Sumber Daya Manusia*. Kencana.
- Yanti, N. P. D., & Trianasari. (2021). Pengaruh Kepuasan Kerja Terhadap Disiplin Kerja Karyawan pada Hotel Brits Resort Lovina. *Jurnal Manajemen Perhotelan Dan Parawisata*, 4(2), 115–122.
<https://doi.org/https://doi.org/10.23887/jmpp.v4i2.29166>