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# The Effect of Work Discipline and Work Environment on Employee Performance Through Work Satisfaction in the Gondang District Office

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**Abstract** The purpose of this study was to analyze and determine the Effect of Work Discipline and Work Environment on Employee Performance Through Work Satisfaction in the Gondang District Office. This study used the Census Sampling Technique to obtain a population of 60 respondents. The results of the study showed that the work discipline variable had a significant positive effect on employee job satisfaction at the Gondang Mojokerto District Office, this can be shown by a sig value of  $0.000 < 0.05$ . The results of the study showed that the Work Environment variable had a significant positive effect on job satisfaction at the Gondang Mojokerto District Office, this can be shown by a sig value of  $0.000 < 0.05$ . The results of the study of work discipline variables have a significant positive effect on the performance of employees at the Gondang Mojokerto District Office, this can be shown by the sig value of  $0.047 < 0.05$ . The results of the study of work environment variables have a significant positive effect on the performance of employees at the Gondang Mojokerto District Office, this can be shown by the sig value of  $0.003 < 0.05$ . The results of the study of work satisfaction variables have a significant positive effect on the performance of employees at the Gondang District Office, this can be shown by the sig value of  $0.005 < 0.05$ . The effect of work discipline, work environment on employee performance through job satisfaction shows that the direct effect is greater when compared to the indirect effect through intervening variables.

**Keyword:** Work Discipline, Work Environment, Employee Performance, Job Satisfaction

## INTRODUCTION

The success of an organization in this case a government agency can be achieved by improving employee performance. Performance is the work results achieved by an individual according to their role or duties in a certain period, which is linked to a certain value/standard measure of the organization where the individual works, Umam (2019). Employee performance is

one of the determining factors for the success of an agency in achieving its goals. For this reason, employee performance can affect the overall performance of the agency. This requires each agency to be able to improve the performance of its employees in various ways. So an agency needs to pay attention to one of the factors that affects performance, namely workload, communication and work environment on employee performance. Employees who have high performance will make a very large contribution to the organization. The low level of employee ability and skills will have a negative impact on the productivity and performance of the employees themselves and will have an impact on the survival of the company/agency. Good resources are expected to produce good performance according to the wishes and expectations of an organization. Studies on employee performance are often conducted by human resource researchers, because performance has an important role in improving and working systems.

Employee performance is influenced by several factors, namely: work discipline, work environment, organizational culture, leadership, workload and work motivation, job satisfaction, communication and other factors. Gondang District is an administrative area which is an extension of the district/city government in Mojokerto Regency. Gondang District is led by a sub-district head, who is appointed from among civil servants by the local regent/mayor and is responsible to the regent/mayor through the district/city regional secretary. However, the implementation of these tasks is often constrained by various factors including employee job satisfaction. Employee job satisfaction is interpreted as an emotional attitude that is pleasant and loves his job felt by employees, Hasibuan (2018), for employees who feel dissatisfied with their jobs and do not love their jobs will certainly result in low productivity. The problem of employee job satisfaction is a problem that is often faced by management in an institution, as is also the case in Gondang District. To see the phenomenon of employee job satisfaction and the work environment based on the results of a temporary survey of 15 employees, a picture of the condition of employees is obtained that they are always less serious about doing every job given by the office, employees work with a less than good attitude. This condition will have an impact on employee performance and will make it difficult to achieve organizational targets and goals.

The purpose of this study is to analyze and determine the influence of work discipline and work environment on employee performance through job satisfaction at the Gondang District Office.

## METHOD

This type of research is quantitative research. This research is an observational study conducted on a number of objects according to their actual conditions, without any interval from the researcher. This research design uses a cross-sectional method approach. With a population of 60 people. The census sampling technique means that all populations are used as samples in the study.

## RESULTS AND DISCUSSION

Variabel	Corelation	Cor. Tabel	Ket	Nilai Alpha	Keterangan
Disiplin kerja	.494	0.300	Valid	0.660	Reliabel
	.450	0.300	Valid		
	.410	0.300	Valid		
	.352	0.300	Valid		
	.336	0.300	Valid		
	.301	0.300	Valid		
Lingkungan Kerja	.552	0.300	Valid	0.762	Reliabel
	.494	0.300	Valid		

	.588	0.300	Valid		
	.490	0.300	Valid		
	.528	0.300	Valid		
	.507	0.300	Valid		
Kepuasan kerja	.641	0.300	Valid	0.702	Reliabel
	.411	0.300	Valid		
	.376	0.300	Valid		
	.379	0.300	Valid		
	.347	0.300	Valid		
Kinerja pegawai	.440	0.300	Valid	0.622	Reliabel
	.369	0.300	Valid		
	.369	0.300	Valid		
	.368	0.300	Valid		

The table above can be concluded that the correlation of each indicator to the total construct score of each variable shows significant results, namely  $r_{count} \geq r_{table}$ . It can be concluded that all question items from all variables, namely Leadership, Compensation, Work Motivation and Employee Performance are declared Valid. The table above shows that the three variables produce an alpha value of 0.9. Thus, all variables have a value  $> 0.60$ , thus the research instrument is suitable for use in data collection.

#### Result Path Analysis I Uji t

Model		Unstandardized Coefficients		Standardized Coefficients		t	Sig.
		B	Std. Error	Beta			
1	(Constant)	.204	.371			.549	.584
	Disiplin Kerja	.235	.060	.253		3.910	.000
	Lingkungan Kerja	.713	.055	.840		12.956	.000

a. Dependent Variable: Kepuasan Kerja

#### Model Summary<sup>b</sup>

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.817 <sup>a</sup>	.667	.659	.23803	1.671

a. Predictors: (Constant), Disiplin Kerja, Lingkungan Kerja

b. Dependent Variable: Kepuasan Kerja

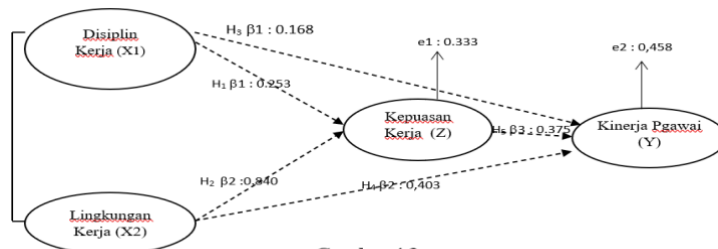
#### Result Path Analysis II Uji t

Model		Unstandardized Coefficients		Standardized Coefficients		t	Sig.
		B	Std. Error	Beta			
1	(Constant)	1.394	.322			4.335	.000
	Disiplin Kerja	.114	.057	.168		2.019	.047
	Lingkungan Kerja	.251	.083	.403		3.045	.003
	Kepuasan Kerja	.275	.095	.375		2.914	.005

a. Dependent Variable: Kinerja Pegawai

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	1.394	.322		4.335	.000
Disiplin Kerja	.114	.057	.168	2.019	.047
Lingkungan Kerja	.251	.083	.403	3.045	.003
Kepuasan Kerja	.275	.095	.375	2.914	.005
Model	R	R Square	Adjusted R Square		
1	.736 <sup>a</sup>	.542	.525		

b. Dependent Variable: Kinerja Pegawai



**Gambar 4.3**  
**Analisis Jalur**

- The influence of work discipline, work environment on job satisfaction obtained a beta value of 0.253 x 0.840 obtained a total value of 0.2125
- The indirect influence of work discipline, work environment on employee performance obtained a beta value of 0.168 X 0.403 X 0.375 obtained a total value of 0.0253. So there is an influence of work discipline, work environment on employee performance through job satisfaction, the total value obtained is 0.2125– 0.0253 = 0.1871. So it can be concluded that the direct influence is greater when compared to the indirect influence through the intervening variable

## DISCUSSION

Based on the results of the study, the work discipline variable has a significant positive effect on job satisfaction at the Gondang Mojokerto District Office, this can be shown by a sig value of 0.000 <0.05. while the tcount value> ttable is 3.910> 1.6630. The results of this study are supported by research conducted by Muhammad Bakri, Rahmad Yadi, The results of the study explain that work discipline has a significant effect on employee job satisfaction at the UPT Ministry of Forestry of Aceh Province with a coefficient value of 0.327. Based on the results of the study, the competency variable has a significant positive effect on job satisfaction at the Mojokerto Office, this can be shown by a sig value of 0.000 <0.05. while the tcount value> ttable is 12.956> 1.6630. The results of this study are supported by research conducted by Sriwardani, Rizky Ferrari, Fitriani Fajar (e-ISSN Management Science journal: 2443-0064 Volume 7 Number 2 of 2021) The results of the study indicate that there is an influence between work environment variables and leadership style on employee job satisfaction at a health service hospital. Based on the results of the study, the work discipline variable has a significant positive effect on the performance of employees at the Gondang Mojokerto District Office, this can be shown by a sig value of 0.047 <0.05. while the tcount value> ttable is 2.019> 1.6634. Based on the results of the study, the work environment variable has a significant positive effect on employee job satisfaction at the Gondang District Office, this can be shown by a sig value of 0.003 <0.05. while the tcount value> ttable is 3.045> 1.6634. The results of this study are supported by research conducted by Iskandar (2017) The Influence of Individual Characteristics, Workload and Work Environment on Employee Performance at the Central Sulawesi Provincial Inspectorate Office. Based on the results of the

study, the job satisfaction variable has a significant positive effect on the performance of employees at the Gondang Mojokerto District Office, this can be shown by the sig value of  $0.005 < 0.05$ . while the tcount value > ttable is  $2.914 > 1.6630$ . The results of this study are supported by Natalia C. P. Paparang William A. Areros Ventje Tatimu, Job satisfaction is one of the most important things in the world of work. Job satisfaction is also very influential in measuring the performance of employees or workers.

## CONCLUSION

- 1 The results of the study show that the work discipline variable has a significant positive effect on the job satisfaction of employees at the Gondang Mojokerto District Office, this can be shown by a sig value of  $0.000 < 0.05$ .
- 2 The results of the study show that the Work Environment variable has a significant positive effect on the job satisfaction of the Gondang Mojokerto District Office, this can be shown by a sig value of  $0.000 < 0.05$ .
- 3 The results of the study show that the work discipline variable has a significant positive effect on the performance of employees at the Gondang Mojokerto District Office, this can be shown by a sig value of  $0.047 < 0.05$
- 4 The results of the study show that the work environment variable has a significant positive effect on the performance of employees at the Gondang Mojokerto District Office, this can be shown by a sig value of  $0.003 < 0.05$ .
- 5 The results of the study show that the work satisfaction variable has a significant positive effect on the performance of employees at the Gondang District Office, this can be shown by a sig value of  $0.005 < 0.05$ .
- 6 The influence of work discipline and work environment on employee performance through job satisfaction shows that the direct influence is greater when compared to the indirect influence through intervening variables.

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