



Influence Of Leadership Style And Work Discipline On Employee Job Satisfaction

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ABSTRACT

This study aims to determine the extent to which leadership style and work discipline affect employee job satisfaction at PT Tanjidor Retail System. Because a good leadership style and regular work discipline will increase employee job satisfaction as well. The sample in this study is the same as the total population of 64 respondents. The data analysis method used is validity and reliability test, multiple linear regression test, classical assumption test and statistical hypothesis t test. Based on the results of the t-statistical test, it was found that the leadership style variable had no significant effect on employee performance. The leadership style has a t count $> t$ table, which is $2,905 > 2,062$ with a significance value of $0,005 > 0,05$. Which means that H_{01} is accepted and H_{a1} is rejected. Therefore, the leadership style partially affects the job satisfaction of employees of PT Tanjidor Retail System. Meanwhile, Work Discipline has a t count $< t$ table, which is $6,950 > 2,062$ with a significance value of $0,000 < 0,05$. So the conclusion is H_{02} is accepted and H_{a2} is rejected, meaning that in H_2 there is a positive and significant influence between work discipline on employee job satisfaction at PT Tanjidor Retail System.

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1. Introduction

Companies need human resource management that is influenced by leadership styles to trigger employees to be disciplined and so that employees feel satisfied with work that is not burdensome. A good leadership style is a way how a leader moves and directs his subordinates to take good actions, arranged and directed in achieving a goal. Leadership style is basically temporary so it is sometimes difficult to judge as a leader. The factor influencing a leader is the personality of a leader himself. (Raras TS, 2008).

However, a leadership style that turns away from the attitude that should be will greatly make employees undisciplined and there is no sense of satisfaction at work, this is shown by a leadership style that is based on only concerned with the needs of his own work without directing his subordinates well. A wise leadership style assuming that the goals of the association have been conveyed and the employee has remembered them, a leader must implement the idea in order to be able to manage his employees, because the leadership will greatly influence the results of the association in achieving the goals. (Waridin and Bambang Guritno 2005). So the next factor that becomes a cause is work discipline, because work discipline is obedience to god. According to Malayu S.P Hasibuan (2014: 193) work discipline is the awareness and willingness of a person to obey all company regulations and norms of applicable social norms.

The work discipline applied by PT Tanjidor Retail System is the application of various employee work activities carried out to guide employees to follow the company's operating rules or standards. Discipline is a



form of employee self-control and regular implementation and shows the level of sincerity of the work team in an organization (Simamora, 2006).

The use of discipline for employees can further develop worker execution in addition to the fundamental support of a decent workplace is a workplace that can facilitate employee work, security for employees, safety for employees, tidiness and comfort in the workplace and satisfactory office accessibility with the aims felt by employees feel guaranteed with security, tranquility and carrying out tasks properly given and can be a responsibility a leader replied. But the employee will feel himself disciplined in work if a superior is able to direct his subordinates. A self-interested leader actually causes the employee's work discipline at PT Tanjidor Retail System to decrease and makes lazy employees.

The next factor affected by a poor leadership style is employee job satisfaction, job satisfaction is a feeling that supports or does not support the employee's feelings in their work. With the absence of an attitude of non-discipline of work in employees begins to arise a sense of dissatisfaction with work in employees that is influenced by leadership styles and the amount of work that burdens employees.

So job satisfaction is a feeling of satisfaction or dissatisfaction in employees related to their work and their condition. Meeting the job satisfaction of employees is one of the determining factors for increasing employee productivity. This is because job satisfaction can affect work behavior such as lazy, diligent, productive and others, but many employees at PT Tanjidor Retail System are not satisfied with their work so that often or many employees resign.

According to Hasibuan (2006) states that employees who get job satisfaction will carry out their jobs well. Employee job satisfaction is generally associated with indicators of security conditions and turnover rates (Huang, 2016). PT Tanjidor Retail System is engaged in services and this needs to improve good performance to achieve company goals.

The cause of the employee's exit based on observations made explained that employee job satisfaction at PT Tanjidor Retail System has not been fulfilled due to the influence of leadership style and work discipline on these employees. As described above, it can be seen how important leadership style, work discipline and job satisfaction in employees. The influence of a leadership style that is able to communicate well with his subordinates and good and correct work discipline will cause job satisfaction felt by employees and will eventually give rise to organizational commitment in employees.

2. Methods

The research method used is quantitative which is associative. The research instrument was carried out using observation, interviews, and documentation. The informants are determined and determined based on the number needed, but based on consideration of the function and role of information according to the focus of the research problem. So that the informants in the research were 64 respondents. The data collection method is a questionnaire. While the data analysis technique used is IBM SPSS 22.

3. Research Results and Discussion

3.1 Hypothesis Test

The t-test basically shows how far the influence of one explanatory or independent variable individually is in explaining the variation of the dependent variable. This decision making is carried out based on the comparison of the significance value of the calculated value of each regression coefficient with a predetermined significant level, which is 5% ($\alpha = 0.05$), if the significance of the calculation is smaller than the t of the table, then the null hypothesis (H_0) is accepted which means that the variable has no significant effect on the dependent variable.

Whereas if the significance of the t count is greater than the t of the table and the significant value is less than 0.05, then (H_0) is rejected which means that the independent variable affects the dependent variable (Ghozali, 2011). Explanation for the t-test on each

– each independent variable is as follows:

TABLE 1
VARIABLE T TEST RESULT X1
Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	14.048	1.996		7.037	.000
Leadership Style (X1)	.309	.106	.346	2.905	.005

a. Dependent Variable: Job Satisfaction (Y)

Source : Processed primary data, 2021

TABLE 2
VARIABLE T TEST RESULT X2
Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	5.412	2.082		2.599	.012
Work Discipline (X2)	.720	.104	.662	6.950	.000

a. Dependent Variable: Job Satisfaction (Y)

Source : Processed primary data, 2021

From the results in the table above, the data analysis obtained shows that the results of the leadership style have a calculated t value > t table, which is $2.905 > 2.062$ with a significance value of $0.005 < 0.05$. So the significance value of the leadership style (X1) on job satisfaction (Y) is $0.005 < 0.05$ and the calculated t value is $2.905 >$ the table t value is 2.062 then H01 is accepted and Ha1 is rejected, meaning there is a significant influence of leadership style on job satisfaction and work discipline has a value of t calculate > t table, which is $6.950 > 2.062$ with a signification value of $0.000 < 0.05$. So the value of the significance of work discipline (X2) to job satisfaction (Y) is $0.000 < 0.05$ and the calculated t value is $6.950 >$ the table t value is 2.062 then H02 is accepted and Ha1 is rejected, meaning that there is a significant effect of work discipline on job satisfaction.

3.2 Discussion

The Influence of Leadership Style (X1) on Employee Job Satisfaction (Y) on PT Tanjidor Retail System.

The results showed that leadership style has a calculated t value < t table, which is $2.905 < 2.062$ with a significance value of $0.005 > 0.05$. Which means H0 is rejected and Ha is accepted. Therefore, partial work discipline does not affect the satisfaction of the employees' work in PT Tanjidor Retail System. Because there is no influence on the leadership style applied by the company on employee job satisfaction, this can be seen from the results of the determination coefficient test, that the resulting Adjusted R Square value is 0.423 or 42.3%, meaning that the Job Satisfaction variable is influenced by 42.3% influenced by leadership style and work discipline factors. Because the leader of PT Tanjidor Retail system has not implemented rules that are considered good for their employees so that almost all employees do not feel that there is job satisfaction.

The Effect of Work Discipline (X2) on Employee Job Satisfaction (Y) on PT Tanjidor Retail System.

The results showed that judging from the results of the statistical test t, that work motivation has a calculated t value > t table, which is $6.950 > 2.062$ with a significance value of $0.000 < 0.05$. So the conclusion is that H0 is accepted and Ha is rejected, meaning that in H2 there is a positive and significant influence between Work Discipline on job satisfaction in employees of Pt Tanjidor Retail System. If the employee does not experience Work Discipline, it will increase employee Job Satisfaction, and vice versa, the employee's assessment of Work Discipline gets worse (decreased, not good), it will reduce the Employee's Own Job Satisfaction. This result accepts the second research hypothesis (Ha), namely Work

Discipline has a significant positive effect on Job Satisfaction in EMPLOYEES of PT Tanjidor Retail System. Because work discipline as one of the factors for the emergence of job satisfaction in employees. This is a form of employee attention to the leader because it has provided job satisfaction.

4. Conclusion

Based on the results of research and data analysis regarding the influence of leadership style and work discipline on employee job satisfaction at PT Tanjidor Retail System, it can be concluded that the leadership style of PT Tanjidor Retail System has a significant effect on representative job satisfaction and work discipline has a significant effect on employee job satisfaction of PT Tanjidor Retail System.

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