
**THE INFLUENCE OF JOB SATISFACTION AND WORK DISCIPLINE ON
EMPLOYEE PERFORMANCE AT THE REGIONAL DRINKING WATER
COMPANY (PDAM) TIRTA JENEBERANG GOWA DISTRICT**

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Abstract

This research aims to analyze the influence of job satisfaction and work discipline on employee performance at PDAM Tirta Jeneberang, Gowa Regency. The research method used is quantitative with a descriptive approach. The research location was carried out at PDAM Tirta Jeneberang, Gowa Regency, over a 3 month period. Data was collected through questionnaires and analyzed using descriptive statistical methods through applications Statistical Package for the Social Science (SPSS) 27. The results obtained from this research show that there is a positive relationship between job satisfaction (X1) and employee performance (Y), as well as work discipline (X2) which contributes positively to employee performance (Y) at PDAM Tirta Jeneberang, Gowa Regency.

Keywords : *Job Satisfaction, Work Discipline, Employee Performance*

INTRODUCTION

Organisations, including regional companies such as PDAM Tirta Jeneberang, are complex entities consisting of various elements, including human resources. Employee performance is a key factor in achieving organisational goals and providing optimal service to the community.

(Hasibuan, & Malayu, 2014) that human resource management is the science and art of regulating the relationship and role of labor so that it effectively and efficiently helps realize the goals of the company, employees, and society. In order for management activities to run well, the Tirta Jeneberang Regional Drinking Water Company must have knowledgeable and highly skilled employees and efforts to manage the Tirta Jeneberang Regional Drinking Water Company as optimally as possible so that employee performance increases. Employees are required to be able to complete tasks and responsibilities effectively and efficiently. Human resources have an important role in an organization, because humans are the resources that carry out and control every organizational activity to achieve organizational goals. every organizational activity to achieve organizational goals, as well as in institutions.

Job satisfaction is an important factor that can influence employee motivation and loyalty to work and the organisation. Employees who are satisfied with their jobs tend to be more productive, contribute positively, and have lower absenteeism rates Hasibuan (2014). On the other hand, work discipline also plays a vital role in creating an efficient and productive work environment. Employees who have good work discipline tend to be more compliant with rules, take responsibility for their tasks, and maintain quality and punctuality in carrying out work (Partika, P. D., Ismanto, & Rina, 2020).

Regional Drinking Water Company (PDAM) is one of the regionally-owned business units, which is engaged in the distribution of clean water for the general public. PDAMs are located in every province, regency and municipality throughout Indonesia. PDAMs are Regional companies as a means of providing clean water that is supervised and monitored by the Regional executive and legislative apparatus. Modern state-run drinking water companies have existed since the Dutch colonial era in the 1920s under the name Waterleding while during the Japanese occupation the drinking water company was named Sudo Syo.

However, in the context of PDAM Tirta Jeneberang, Gowa Regency, there are challenges related to the level of job satisfaction and work discipline among employees. Tardiness, lack of motivation, and lack of discipline are often problems that can affect overall employee performance.

Therefore, research on the influence of job satisfaction and work discipline on employee performance at PDAM Tirta Jeneberang, Gowa Regency, is relevant to conduct. By understanding these factors, it is hoped that strategies or policies can be found that can improve employee performance and overall organisational effectiveness.

The above encourages researchers to find out whether the performance of employees at PDAM Tirta Jeneberang Gowa Regency is influenced by job satisfaction and discipline. Based on the above background and considering the importance of job satisfaction and discipline to create optimal employee performance in the organisation, this study will solve the problem of how to improve employee performance at PDAM Tirta Jeneberang Gowa Regency.

RESEARCH METHODS

The research design for this skripsi is quantitative in nature. Quantitative research methods were chosen to gather numerical data and analyze the relationships between employee job satisfaction, work discipline, and employee performance in the context of PDAM Tirta Jeneberang, Gowa Regency. The use of quantitative methods allows for statistical analysis and the testing of hypotheses derived from the research questions.

Data for this study were collected through the distribution of questionnaires to employees at PDAM Tirta Jeneberang. The questionnaire included items related to job satisfaction, work discipline, and performance indicators. The respondents were assured of the confidentiality and anonymity of their responses to encourage honest feedback.

Data analysis for this study involved the use of regression analysis to examine the relationships between job satisfaction, work discipline, and employee performance. Statistical software such as SPSS was utilized to analyze the collected data and test the research hypotheses. The results of the analysis were interpreted to draw conclusions and implications for the study.

RESULTS AND DISCUSSION

1. Research Instrument Test

a) Validity Test

Table 1. Validity Test Result

Variable	Statement		Person Corelation	Sig.	Desc
			r-count		
Job Satisfaction (X1)	X1.1	X1.1.1	0,723	0,000	Valid
		X1.1.2	0,746	0,000	Valid
	X1.2	X1.2.1	0,708	0,000	Valid
		X1.2.2	0,766	0,000	Valid
	X1.3	X1.3.1	0,631	0,000	Valid
		X1.3.2	0,633	0,000	Valid
Work Discipline (X2)	X2.1	X2.1.1	0,623	0,000	Valid
		X2.1.2	0,596	0,000	Valid
		X2.1.3	0,689	0,000	Valid
	X2.2	X2.2.1	0,682	0,000	Valid
		X2.2.2	0,627	0,000	Valid
		X2.2.3	0,526	0,000	Valid
Employee Performance (Y)	Y1	Y1.1	0,594	0,000	Valid
		Y1.2	0,323	0,000	Valid
	Y2	Y2.1	0,667	0,000	Valid
		Y2.2	0,629	0,000	Valid
	Y3	Y3.1	0,580	0,000	Valid
		Y3.2	0,627	0,000	Valid
	Y4	Y4.1	0,708	0,000	Valid
		Y4.2	0,744	0,000	Valid

Source: SPSS 27

b) Realibility Test

Table 2. Reliability Test Results

Variable	Cronbach's Alpha	N of Items	Description
Job Satisfaction (X1)	0,789	6	Reliabel
Work Discipline (X2)	0,687	6	Reliabel
Employee Performance (Y)	0,757	8	Reliabel

Source: SPSS 27

2. Classical Assumption Test

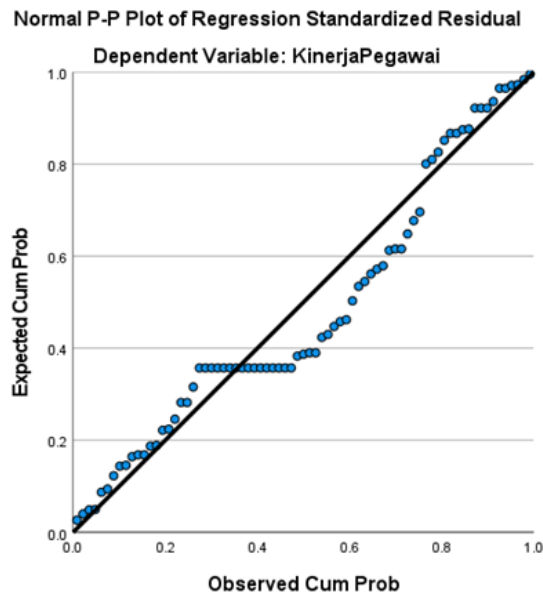


Figure 1. Normality Test

Source: SPSS 27

3. Multiple Linear Regression

Table 3. Multiple Linear Regression Test

Variable	Dependent Variable	B	Beta	t	Sig.	Description
Job Satisfaction	Employee Performance	0,401	0,326	2,496	0,015	Hypothesis Accepted
Work Discipline		0,418	0,318	2,438	0,017	Hypothesis Accepted
R = 0,591	Sig. = 0,000					
R Square = 0,350						
F = 19,348						

Source: SPSS 27

1. Partial Test (t-test)

The t-test is intended to determine how far the influence between variables. The effect of one independent variable (job satisfaction (X1), work discipline (X2)) and the dependent variable (employee performance (Y)) with tcount and ttable at a significant degree. Based on the results shown in table 1 which can be seen, namely the t value, obtained in the attachment, namely:

- a) For the job satisfaction variable (X1), t count 2,496 > t table 0,227 with a significance level of 0,015 which means H1 is accepted. Thus, the first hypothesis of this study is proven,

meaning that there is a significant effect of job satisfaction on employee performance at PDAM Tirta Jeneberang, Gowa Regency.

- b) For the work discipline variable (X2), t count 2.438 > t table 0,227 with a significance level of 0,017 which means H2 is accepted. Thus, the first hypothesis of this study is proven, meaning that there is a significant effect of work discipline on employee performance at PDAM of Gowa Regency.

2. Model Test (F-test)

The F test is carried out to see whether the regression model built describes the facts or can be generalised.

- a) Based on the R Square value by 35% the model describes the facts at the research site, while the remaining 65% is the limitation of the measuring instrument in revealing facts.
- b) Based on the Sig. value of the Anova Output of the F Test Results based on table 4,14, it can be seen that the Sig. value obtained is $0,000 < 0,05$, so in accordance with the basis for decision making in the F test it can be concluded that the job satisfaction variable (X1) and work discipline (X2) have a positive influence on employee performance (Y).
- c) Based on the comparison of the value of f count with f table, f table = $(k; n-k) = (2; 75-2) = (2; 73)$, then f table = 3,122 Based on the SPSS output table above, it is known that the value of f count is 19,348. Because the value of f count $19,348 > f$ table 3,122, then as the basis for decision making in the F test it can be concluded that the variables of job satisfaction (X1) and work discipline (X2) have a positive influence on employee performance (Y).

CONCLUSION

Based on the results that have been obtained regarding the variables of Job Satisfaction and Work Discipline on Employee Performance at PDAM Tirta Jeneberang Gowa Regency, namely:

1. Based on the results of the research conducted, it can be known and proven that the job satisfaction variable has a significant influence on employee performance at PDAM Tirta Jeneberang Gowa Tirta Jeneberang Gowa Regency.
2. Based on the results of the research conducted, it can be known and proven that the work discipline variable has a significant effect on employee performance at PDAM Tirta Jeneberang Gowa Tirta Jeneberang Gowa Regency.

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