

## **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**

*The aim of this study is to find out the influence of leadership style, supervision and work discipline on the performance of officials in the Civil Occupation and Registration Service of Barru District. The object of this study is all 62 respondents. This research is quantitative research. Data collection techniques are done by means of observation, lifting or questionnaire and documentation. The main variables underlying this study are Leadership Style variables as X1, Supervision as X2, Working Discipline as X3, and Officer Performance as Y. While the technical analysis used in the research uses Validity Test, Reliability Test, Classical Assumption Test and Dual Linear Regression Test using the SPSS 27 program. The results of this study showed a positive relationship between the leadership style (X1) and the employer (Y) with a thitung value  $-2,627 > \text{table } 0,250$  with a Significant Level of  $0,011$ , supervision (X2) with the performance of the employee (Y), with a Thitung value of  $3,408 > \text{table } 0,250$ , with a significant rate of  $0,001$  and work discipline (X3) that contributed positively to the performance (Y). With a thitung value of  $2,243 > t \text{ table } 0,250$  and a significant  $0.29$  in the Population and Civil Registration Service of the District of Barru.*

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

## **INTRODUCTION**

Resources are one of the factors that play an important role in an organization or agency, where the resources referred to in this case are employees. Employees are the most important factor that determines the progress and retreat of an organization. Organizations or companies are required to manage their human resources properly for the survival and progress of the organization. Human resource management is very important for an organization in managing, organizing and utilizing its employees so that it can function productively to achieve the goals of the organization. These factors include leadership style, supervision and work discipline.

The leadership style of a leader in a company or organization is very influential as the processes of controlling and making decisions and activities to ensure that the activities are completed as planned and the process of correcting any significant deviations. According to Rivai (2015), leadership style is a pattern of behavior and strategy that is preferred and often applied by a leader in order to achieve organizational goals.

Not only the Leadership Style applied by a boss or leader that affects Employee Performance, supervision is very necessary as a process of monitoring activities to ensure that the activities are completed as planned. This is in accordance with the theory put forward by Siagian in Ria Nurmalia (2014) stating that supervision is all efforts to observe the

implementation of operational activities to ensure that some of these activities are in accordance with the previously determined plan.

A factor that can improve employee performance in the company is work discipline. In work discipline, regulations and provisions are needed as guidelines for employees to regulate and limit every activity and behavior of employees by sanctioning violators. According to Sutrisno (2014), discipline is an attitude of respect for the company's regulations and regulations, which exist in employees, and causes a person to voluntarily adjust to the company's regulations and regulations.

Performance is the result of work in terms of quality and quantity achieved by an employee in carrying out his duties in accordance with the responsibilities given to him (Mangkunegara, 2013). With various regulations that continue to change along with changes in the dynamics in society that always demand excellent service, every employee of the Barru Regency Population and Civil Registration Office is required to have a good leadership style, supervision, and work discipline actualized through performance optimization in accordance with their respective fields of duties and responsibilities.

The Barru Regency Population and Civil Registration Office is an agency under the auspices of the government (Mentri) engaged in population administration and civil registration, covering aspects of facilitating population administration services as well as processing population administration information and data utilization.

Supervision at the Population and Civil Registration Office of Barru Regency by means of manual absences for honorary and ASN employees to be absent through manual absences and absences using the E-performance application. Observations made on employees of the Population and Civil Registration Office of Barru Regency on the working conditions of employees have several indications that reflect that the morale of employees in some fields is still low. From the monitoring of several employees who are late for work, alpha and permit. This identifies the lack of discipline of some Employees so that it can affect the performance of other Employees. Supervision is prioritized to be able to measure discipline over the performance of Employees of the Barru Regency Population and Civil Registration Office. With the supervision of employees, they will feel required to be better aware of the responsibilities given according to their respective fields. Low employee attendance rates have an impact on work that is not completed on time. A low level of attendance indicates a situation where the employee's morale is still low so that it can affect the employee's performance.

With the various dynamics that have occurred, contextually the expectations as described above have not been fully realized so that the optimization of the performance of the Barru Regency Population and Civil Registration Office still does not show optimal results. If examined more deeply, such conditions are caused by a leadership style that has not supported the creation of a good working climate, supervision carried out by leaders has not been optimal, work discipline to improve employee performance is still lacking, lack of compliance of employees with organizational regulations, the sense of responsibility to the organization is still low, attendance and punctuality of working hours are often late or even not entering, the attitude of supporting the group is still lacking because there are still employees who do not care about work, planning and coordination are still lacking, this is well seen in the absence of a special schedule at work, lack of commitment of employees to the completion of a job so that the results

of the work are not good, and the expertise that employees have has not been able to answer the challenges of the information world.

## RESEARCH METHODS

The writing of research for this thesis is quantitative. The quantitative research method was chosen to collect numerical data and analyze the relationship between satisfaction with Leadership Style, Supervision, work discipline, and employee performance in the Barru Regency Population and Civil Registration Office. The use of quantitative methods allows statistical analysis and testing of hypotheses derived from research questions.

The data for this study was collected through the distribution of questionnaires to employees at the Barru Regency Civil Registration and Occupation Office. The questionnaire covers matters related to Leadership Style, supervision, Work Discipline, and Employee performance. Respondents were assured of the confidentiality and anonymity of their responses to encourage honest feedback.

The data analysis for this study involves the use of regression analysis to examine the relationship between Leadership Style, Supervision, work discipline, and Pegawai performance. Statistical software such as SPSS is used to analyze the collected data and test research hypotheses. The results of the analysis are interpreted to draw conclusions and implications of the research.

## RESULTS AND DISCUSSION

### 1. Research Instrument Test

#### a) Validity Test

**Table 1. Validity Test Result**

Variabel	Statement	Person Corelation	sig	Desc
		r-count		
<i>Leadership Style (X1)</i>	X1.1	0,811	0,000	Valid
	X1.2	0,648	0,000	Valid
	X1.3	0,753	0,000	Valid
	X1.4	0,449	0,000	Valid
	X1.5	0,781	0,000	Valid
	X1.6	0,583	0,000	Valid
<i>Supervision (X2)</i>	X2.1	0,637	0,000	Valid
	X2.2	0,692	0,000	Valid
	X2.3	0,709	0,000	Valid
	X2.4	0,723	0,000	Valid
	X2.5	0,666	0,000	Valid
	X2.6	0,524	0,000	Valid

<i>Work Discipline (X3)</i>	X3.1	0,759	0,000	Valid
	X3.2	0,645	0,000	Valid
	X3.3	0,561	0,000	Valid
	X3.4	0,641	0,000	Valid
	X3.5	0,583	0,000	Valid
	X3.6	0,713	0,000	Valid
<i>Staff Performance (Y)</i>	Y.1	0,546	0,000	Valid
	Y.2	0,467	0,000	Valid
	Y.3	0,849	0,000	Valid
	Y.4	0,809	0,000	Valid
	Y.5	0,772	0,000	Valid
	Y.6	0,438	0,000	Valid

Source: SPSS 27

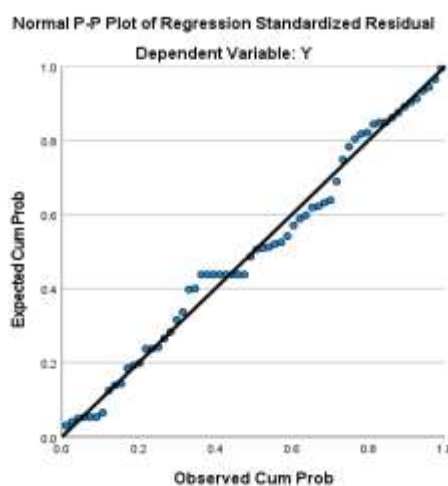
### b) Realibility Test

**Table 2. Reliability Test Results**

Variabel	Cronbach's Alpha	N Of Items	Description
<i>Leadership Style (X1)</i>	0,779	6	Reliabel
<i>Supervision (X2)</i>	0,740	6	Reliabel
<i>Work Discipline (X3)</i>	0,724	6	Reliabel
<i>Staff Performance (Y)</i>	0,738	6	Reliabel

## 2. Classical Assumption Test

Figure 1. Normality Test



Source: SPSS 27

### 3. Multiple Linear Regression

**Table 3. Multiple Linear Regression Test**

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.579 <sup>a</sup>	0,335	0,301	1,570

Source: SPSS 27

ANOVA						
	Model	Sum of Squares	df	Mean Square	F	Sig.
1	Regression	72,079	3	24,026	9,744	.000 <sup>b</sup>
	Residual	143,018	58	2,466		
	Total	215,097	61			

Source: SPSS 27

**Coefficients<sup>a</sup>**

	Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	15,092	3,421		4,412	0,000
	Gaya kepemimpinan	-0,196	0,074	-0,283	-2,627	0,011
	pengawasan	0,358	0,105	0,390	3,408	0,001
	Disiplin Kerja	0,219	0,098	0,256	2,243	0,029

#### Partial Test (t-test)

T-test Where to find out how far the influence between variables. affect one independent variable (Leadership Style (x1), Supervision (x2), Work Discipline (x3)) and dependent variable (Employee performance (Y)) with tcount and ttable at a significant degree.

1. For the leadership style variable (x1), a t-count of -2,627 > a t-table of 0.250 with a significance level of 0.011 is obtained, which means that this first hypothesis (H1) is rejected. The reason for his rejection is because each agency or company has a clear operating procedure system (SOP) and a clear division of duties and responsibilities makes the work system run well without strict supervision from the leadership, so that leadership has no effect and is significant on employee performance.
2. For the supervisory variable (X2), a t-count of 3.408 > a t-table of 0.250 with a significance level of 0.001 is obtained, which means that H2 is accepted. Thus, the hypothesis of these two studies is proven to mean that there is a significant influence of supervision on the performance of employees at the Barru Regency Population and Civil Registration Office.

For the variable of work discipline (X3), a t-count of 2.243 was obtained > a t-table of 0.250 with a significance level of 0.29 which means that H3 was accepted. Thus, the third

hypothesis of this study is proven to mean that there is a significant influence of work discipline on employee performance at the Barru Regency Population and Civil Registration Office.

## CONCLUSION

Based on the results that have been determined regarding the variables of leadership style, supervision and work discipline on employee performance at the Barru Regency Population and Civil Registration Office, namely:

1. Based on the results of the research conducted, it can be known and proven that the leadership style variable has a negative and significant influence on employee performance at the Barru Regency Population and Civil Registration Office.
2. Based on the results of the research conducted, it can be known and proven that the supervisory variable has a positive and significant influence on the performance of employees at the Barru Regency Population and Civil Registration Office.
3. Based on the results of the research carried out, it can be known and proven that the work discipline variable has a positive and significant influence on employee performance at the Population and Population Office Civil Registry of Barru Regency.

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