



Influence of work facilities and leadership on job satisfaction with work discipline as an intervening variables (Case study in “puskesmas janji” Labuhanbatu district)

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Abstract

This study aims to determine whether work facilities and leadership affect employee job satisfaction through work discipline as an intervening variable at Janji Health Center, Labuhanbatu Regency. The study was conducted on 80 employees using a saturated sampling technique. The data collection technique used was primary data in the form of questionnaires and secondary data obtained through documentation studies. The data analysis technique used quantitative data which was processed using the SPSS version 25 program, namely the t test, Sobel test and path analysis. The results obtained in this study indicate 1) there is a significant influence between work facilities on work discipline, 2) there is a significant effect between leadership variables on work discipline, 3) there is a significant influence between work facilities variables on job satisfaction, 4) there is a significant influence between leadership variables on job satisfaction, 5) there is a significant influence between work discipline variables on job satisfaction, 6) work discipline variables cannot affect work facilities variables on job satisfaction, 7) work discipline variables cannot influence leadership variables on job satisfaction.

Keywords: work facilities, leadership, work discipline, job satisfaction

Introduction

Given the important role of these human resources in an organization, of course these human resources need to be managed in such a way, and this is an important part of the management work of the organization concerned. Effective human resource management is reflected in the productivity or performance contributed by employees. Thus it can be said that the performance of employees is one of the main issues that are always faced by organizational management. Job satisfaction plays an important role in the productivity and performance of employees of an organization. Because of that job satisfaction must be a serious concern of the organization in carrying out pleasant activities, or vice versa a negative response in the form of an unpleasant feeling. The employee's response can be a positive response to a feeling. Not only that, the attitude of discipline also depends on employee satisfaction with their work. The organization issues a lot of regulations/guidelines that must be carried out by every employee in order to keep employees within the corridor of the rules set by the organization for the achievement of general organizational goals as well as specific goals that have been set to be implemented by each existing work unit. within the organization, both for the benefit of work activity process procedures, efficiency, and effectiveness, because of that the element of power in carrying out a rule that has been made by the organization is also a disciplinary matter for employees, and every employee must obey all the disciplinary rules that have been set by the organization and if employees are not disciplined in carrying out the rules that have been made, then there are sanctions (penalties) given by the company for violations that occur.

Employees in order to keep employees within the corridors of the rules set by the organization for the achievement of organizational goals in general as well as specific targets that have been set to be carried out by each work unit in the organization, both for the benefit of work activity process

procedures, efficiency, as well as effectiveness. Improving the quality of human resources can also be done through leadership in the organization. A leader is someone who has leadership skills, has the ability to influence other people or a group of people. It does not only stop at leadership, but there is also something that must be considered by an organization to continue to create human resources capable of assisting the organization in achieving its goals, namely work facilities. Basically, the company must have supporting facilities that will function to assist the work process in the organization. Adequate work facilities will of course have a positive impact on work processes within the organization.

Literature review

In the research conducted by Deissya Utami Nurdin, it was shown that work discipline has a positive and significant effect on job satisfaction partially, while work discipline and compensation have a positive and significant effect on job satisfaction simultaneously. Research results of Ratag Pingkan Elisabeth Vonny shows that work facilities have a positive and significant effect on job satisfaction. Likewise, in the research conducted by Indra Prawira, it was found that leadership and work facilities had a significant effect on job satisfaction, either partially or simultaneously.

Aims

To find out and analyze the effect of work facilities and leadership on discipline and job satisfaction and to know and analyze the effect of work facilities and leadership on job satisfaction through work discipline as an intervening variable.

Methods

The results of our research was carried out with the help of empirical methods: questionnaires, validity and reliability test. To process the research results, we use mathematical statistics methods: t test, sobel test and path analysis.

Discussion

The research was conducted at the Janji Community Health Center, Labuhanbatu Regency, which is located at Jalan Lintas Janji Village, West Bilah District, Labuhanbatu Regency, North Sumatra. The population in this study were all employees at the Janji Health Center in Labuhanbatu Regency, which were recorded in December 2022, totaling

80 people. Due to the small population size, the sampling technique in this study was a saturated sample, which means that the total sample used was the entire population.

The following are the results of the discussion of this study which was assisted by using the SPSS version 25 program:

t- test

Table 1

Coefficients ^a						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	10,618	5,161		2,058	,043
	Work facilities	,303	,158	,263	1,913	,000
	Leadership	,116	,132	,132	1,880	,001
	Work discipline	,309	,173	,273	1,784	,008

a. Dependent Variable: Job satisfaction

Source: Primary data is processed, 2023

In the table, the t statistical test is obtained, as follows:

1. Work discipline variable (Z), with a probability level of 0.008. Thus it can be concluded that $P = 0.008 < \alpha = 0.05$, so accept the hypothesis that the work discipline variable has a significant effect on job satisfaction.
2. Work facilities variable (X1), with a probability level of 0.000. Thus it can be concluded that $P = 0.000 < \alpha = 0.05$, then accept the hypothesis that work facility variables have a significant effect on job satisfaction.
3. Leadership variable (X2), with a probability level of 0.001. Thus it can be concluded that $P = 0.001 < \alpha = 0.05$, so accept the hypothesis that the leadership variable has a significant effect on job satisfaction.

Sobel test

From the results of the calculation of the sobel test above, a t value of 22,122 is obtained, so that the t value is $22,122 > t$ table 2,058. It can be concluded that the work discipline variable is able to mediate the relationship between the influence of work facilities on job satisfaction. The t value is 16,612, so that the t count value is $16,612 > t$ table 2,058. It can be concluded that the work discipline variable is able to mediate the relationship between the influence of leadership on job satisfaction.

The results of the analysis show that the direct influence provided by work facilities on job satisfaction is 0.263. While the indirect effect of work facilities on job satisfaction through work discipline, namely $0.346 \times 0.132 = 0.045$. Then the total effect given by the work facilities on job satisfaction is the direct effect plus the indirect effect, namely $0.263 + 0.045 = 0.31$. Based on the calculation results above, it can be seen that the direct effect value is 0.263 and the indirect effect is 0.045, which means that the direct effect value is greater than the indirect effect value. These results indicate that indirectly the variable work facilities through work discipline has no significant effect on job satisfaction.

The results of the analysis show that the direct influence exerted by leadership on job satisfaction is 0.132. Meanwhile, the indirect effect of leadership on job satisfaction through work discipline is $0.523 \times 0.273 = 0.142$. Then the total effect given by the leadership on job satisfaction is the direct effect plus the indirect effect, namely $0.132 + 0.142 = 0.27$. Based on the calculation results above, it can be seen that the direct effect value is

0.132 and the indirect effect is 0.27, which means that the direct effect value is greater than the indirect effect value. These results indicate that indirectly the variable leadership through work discipline has no significant effect on job satisfaction.

Results

The effect of work facilities on work discipline

The work facility variable has a positive and significant effect on work discipline at the Janji Health Center, West Bilah District, Kab. Labuhanbatu. The work facility variable has a regression coefficient value of 0.346 and has a unidirectional effect, which means that each addition or increase in the value of one unit score for the work facility variable will add to the work discipline value of the employees of the Janji Health Center, Bilah Barat District, Kab. Labuhanbatu of 0.346 per one unit score. This is supported by research conducted by Ratag Pingkan Elisabeth Vonny (2016) [4], which revealed that work facilities have an influence on work discipline.

The effect of leadership on work discipline

The leadership variable has a positive and significant effect on work discipline at the Janji Health Center, West Bilah District, Kab. Labuhanbatu. The leadership variable has a regression coefficient value of 0.523 and has a unidirectional effect, which means that each addition or increase in the value of one unit score for the leadership variable will add to the work discipline of the employees of the Janji Health Center, Bilah Barat District, Kab. Labuhanbatu of 0.523 per one unit score. This is supported by research conducted by Indra Prawira (2020) [2], which reveals that leadership has a significant influence on work discipline.

The effect of work facilities on job satisfaction

The work facility variable has a positive and significant effect on job satisfaction at the Janji Health Center, West Bilah District, Kab. Labuhanbatu. The work facility variable has a regression coefficient value of 0.263 and has a unidirectional effect, which means that each addition or increase in the value of one unit score for the work facility variable will increase the job satisfaction value of the employees of the Janji Health Center, Bilah Barat District, Kab. Labuhanbatu of 0.263 per one unit score. The findings

of this study are supported by research conducted by Moch. Fachri Supriyadi (2017), which states that work facilities have a positive and significant effect on employee job satisfaction.

The effect of leadership on job satisfaction

The leadership variable has a positive and significant effect on job satisfaction at the Janji Health Center, West Bilah District, Kab. Labuhanbatu. The leadership variable has a regression coefficient value of 0.132 and has a unidirectional effect, which means that each addition or increase in the value of one unit score of the leadership variable will increase the job satisfaction value of the Janji Health Center, Bilah Barat District, Kab. Labuhanbatu Promise Health Center, West Bilah District, Kab. Labuhanbatu of 0.132 per one unit score. The results of this study are in accordance with research conducted by Wehelmina Rumawas (2019) ^[3] which also states that leadership has a positive and significant effect on job satisfaction.

The effect of work discipline on job satisfaction

The work discipline variable has a positive and significant effect on employee job satisfaction at the Janji Health Center, West Bilah District, Kab. Labuhanbatu. The work discipline variable has a regression coefficient value of 0.273 and has a unidirectional effect, which means that each addition or increase in the value of one unit score for the work discipline variable will increase the work satisfaction value of the employees of the Janji Health Center, Bilah Barat District, Kab. Labuhanbatu of 0.516 per one unit score. This is in accordance with research conducted by Muhammad Elfi Azhar, Deissya Utami Nurdin and Yudi Siswadi (2020) ^[1], who found that work discipline can increase employee job satisfaction.

The effect of work facilities on job satisfaction through work discipline

Work facilities through work discipline affect the job satisfaction of employees of the Janji Health Center, Bilah Barat District, Kab. Labuhanbatu. The results showed that work discipline did not play a role in mediating the effect of work facilities on job satisfaction.

The effect of leadership on job satisfaction through work discipline

Leadership through work discipline has an influence on employee job satisfaction at the Janji Health Center, West Bilah District, Kab. Labuhanbatu. The results showed that work discipline has a role in mediating the influence of leadership on job satisfaction.

Conclusion

From this study it can be concluded that work facilities and leadership have a positive and significant effect on the discipline and job satisfaction of employees so that these conditions will also improve employee performance. In addition, to increase employee job satisfaction, it can be improved by increasing the work discipline of each employee so that employees can carry out the work in order to create a desired goal in the agency. To increase the effect of work discipline on job satisfaction, employees must provide more complete work facilities to employees so that it will increase employee job satisfaction.

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