
THE INFLUENCE OF WORK DISCIPLINE ON EMPLOYEE PERFORMANCE WITH MOTIVATION AND JOB SATISFACTION AS INTERVENING VARIABLES IN FUNCTIONAL POSITION GROUP

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ABSTRACT

KEYWORDS

Work discipline, motivation, job satisfaction, performance employee

This article discusses how the disparity in office types, which is of interest, affects the performance of First Expert PBC Functional Officers in Indonesia. the degree to which an employee's motivation and work ethic affect their performance. Please use the smart tool in the method that uses structural equation modeling. There were 7 hypotheses, all of which were accepted as significant, with a population of 180 people and a sample size of 124 people. Based on the descriptions in the theoretical framework above, the researcher want to know about work discipline affects employee motivation, Work discipline affects employee job satisfaction, Employee motivation influences employee performance Job satisfaction affects employee performance, Work discipline affects employee performance, Work discipline affects employee performance through motivation to employees, Work discipline influences employee performance through job satisfaction

INTRODUCTION

Customs is a mixture of the words customs and excise to make it easier to say. Customs and excise are governmental fees imposed on exported and imported commodities, as well as other goods with unique features. Customs and excise are administered by the Directorate General of Customs and Excise (DJBC), also known as the customs agency (Ahmad, 2019).

DGCE is obligated to carry out customs and excise duties that are optimal for domestic industrial growth, to regulate and establish customs and excise procedures to facilitate export-import activities and create a conducive business climate, to supervise the release of exported goods and the entry of imported goods with a negative impact to protect the public, to implement a reliable risk management system as well as strict and appropriate enforcement to supervise exports, and to implement a reliable risk management system as well as strict and appropriate enforcement to supervise (Ali et al., 2022).

Currently, the First Expert PBC Functional Officer can carry out tasks across sub-elements because the direct supervisor can assign the First Expert PBC functional official to carry out activities on the Sub Element in accordance with the applicable provisions with the assignment from the direct supervisor with the following provisions (Bagis et al., 2019):

- a. The First Expert PBC Functional Officer is capable of performing the other Sub Elements' action points.
- b. 2. Activities within the remaining Sub-Elements have the same or a higher status level than the First Expert PBC Functional Officer.

The Implementation of Overflow Duties is the new responsibility for PBC Functional Officers. First Expert PBC Functional Officers can also work on activity items one level higher than their post level (overflow) (Budiman & Steven, 2021). Thus, there will be PBC Functional Officers at specific position levels who will face deficits in Workload Analysis, which will negatively impact their job satisfaction and performance (Ghozali, 2011). The gathering of credit scores, for instance, is employed as an indicator of employee performance achievement; by collecting consistent numbers, work discipline can be established. In this manner, the gathered credit numbers will be used to calculate the amount of performance bonuses they will receive; collecting these credit numbers will also have an impact on promotions and classes that can be beneficial to employees in terms of work discipline. Previously, they were guaranteed performance bonuses and group promotions without needing to acquire credit numbers (Jufrizen, 2021).

In reality, the credit score goal can be met by conducting the following activities on the principal aspects and supporting elements:

A minimum of 80 percent of the cumulative credit score must come from the Main Element for advancement to a higher level. For example:

- a. Job Responsibilities: doing analysis, preparing case titles, examining papers, etc.
- b. Professional Development: creation of scientific papers/articles, translation/adaptation of books, scientific papers, regulations, and other customs and excise-related materials (Kania et al., 2019).

Supporting elements that provide no more than 20 percent of the needed cumulative credit score for promotion to a higher level. Being a teacher/trainer, attending seminars/workshops, gaining a second degree in education, etc., membership in the Assessment Team, and acquiring awards/mercenaries are examples (Khotmi, 2020).

Employees are forced to commit to optimizing the collection of predefined credit ratings in order to ensure that they will have opportunities to further their careers (Nabawi, 2020). The credit score that has been collected with a dedication to work discipline might affect the quantity of allowances by collecting credit numbers, which will have an impact on employees' promotion and class (Umar & Norawati, 2022). Due to the existence of this law on the transfer of jobs in order to achieve good performance, a predetermined credit score must be earned, although these officials have no choice over the sort of office they will be assigned to. According to Frederick Herzberg (1959), employees are only driven to perform their occupations to the utmost degree when they are satisfied with them (Prasetyo & Marlina, 2019).

To accumulate credit scores with specified goals like future employee career pathways, employees must have a pleasant attitude when performing their given work. Therefore, motivation is required and is one of the predictors of employee performance (Purnamasari & Ekasari, 2019). The method utilized to motivate

employees must take into account their individual features. In accordance with the discipline that has been established with DGCE, each division has a credit number that serves as employee standards. The motivational condition in the area of the Directorate General of Customs and Excise (DJBC) is inhibited by the fact that the TMP Cikarang office type does not facilitate the completion of duties in accordance with the prescribed activity points. Only four of the 48 activities that should be performed by Expert PBC Functional Officials can be performed by KPPBC TMP Cikarang's Expert PBC Functional Officers, as indicated by the table's yellow shading. Because this style of office does not encourage employees to work according to the planned activity items. Therefore, the performance of the First Expert PBC Functional Officers is influenced by this distinction in office style (Rivaldo & Ratnasari, 2020).

There is a lack of desire for employees to satisfy credit score norms, which impacts the performance of First Expert PBC Functional Officers, due to this disparity in office kinds. Where employee performance is impacted by their level of motivation and work discipline. According to (Wijaya, 2018), employee performance will be enhanced by a company that provides job satisfaction. Thus, it is also possible to assert that high job satisfaction would positively affect employee performance. The researcher is therefore interested in conducting additional research on "The Influence of Work Discipline on Employee Performance with Motivation and Job Satisfaction as Intervening Variables in the First Functional Group of Expert Customs and Excise Inspectors in the Directorate General of Customs and Excise (Sihaloho & Siregar, 2020).

RESEARCH METHOD

Population, according to Sugiyono, is a generalized region composed of objects/subjects with specific features and attributes established by researchers to be examined and conclusions formed. (Iron 2019). 180 personnel in the functional position group of first expert customs and excise inspectors within the Directorate General of Customs and Excise constituted the population for this study.

According to Sugiyono, the sample is representative of the population's size and features. Due to time, energy, financial, and population size constraints, a sample was chosen to undertake research. Therefore, researchers must collect properly representative samples (Kania, Wasito, and MSIE 2019). To create a sample that accurately reflects the characteristics of the population, a suitable method of sample selection is required. The data from a representative sample will accurately represent the population as a whole. To uniformly distribute the sample, a simple random sampling procedure was applied.

RESULTS AND DISCUSSION

1 Validity Test Results

The purpose of the validity test is to assess the accuracy of each item. As an experiment in instrument testing, instrument testing is the parameter of all variables in research utilizing a questionnaire or questionnaire, conveying to respondents so they can testify on a small scale regarding their feelings and presumptions. Validity

and dependability are two factors that must be prioritized in the design of testing instruments.

A portion of the data utilized to determine the instrument's validity consisted of as many as thirty respondents who represented samples of the research population. Minimum number of responses for questionnaire testing is thirty. With a minimum of 30 individuals, the value distribution will resemble a normal curve more closely. With a total of 124 respondents, the First Expert Customs and Excise Inspector Functional Group served as the sample for this instrument test.

The data is then processed using SmartPLS 4.0. Calculation of the validity test is based on a comparison of r-count and r-table; in this research instrument test, the value of r count is compared to r table at a significance level of 5% and degree of freedom (df) = n-2. If r count > r table, the query or indicator is pronounced valid, and if r count < r table, it is declared invalid (Ghozali, 2011). With 30 respondents, the r-table was found to be 0.361 in this investigation. The outcomes of the validity test of product quality factors processed by SmartPLS 4.0 are displayed in table 1 below.

Table 1
Validity Test Results

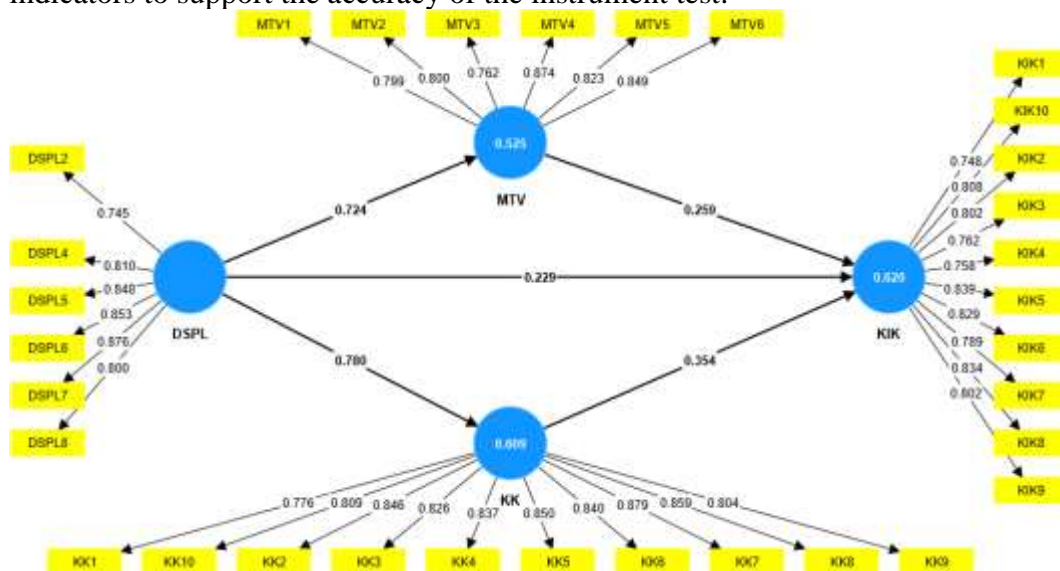
	DSPL	KIK	KK	MTV
DSPL2	0.744			
DSPL4	0.807			
DSPL5	0.845			
DSPL6	0.850			
DSPL7	0.878			
DSPL8	0.805			
KIK1		0.752		
KIK10		0.804		
KIK2		0.806		
KIK3		0.765		
KIK4		0.761		
KIK5		0.839		
KIK6		0.827		
KIK7		0.784		
KIK8		0.830		
KIK9		0.800		
KK1			0.776	
KK10			0.809	
KK2			0.846	
KK3			0.826	
KK4			0.837	
KK5			0.850	
KK6			0.840	
KK7			0.879	
KK8			0.859	

KK9	0.804
MTV1	0.799
MTV2	0.800
MTV3	0.762
MTV4	0.874
MTV5	0.823
MTV6	0.849

Table 2
Validity Test Result of Work Discipline

	Outer Loading	Conclusion
DSPL2	0.744	Valid
DSPL4	0.807	Valid
DSPL5	0.845	Valid
DSPL6	0.850	Valid
DSPL7	0.878	Valid
DSPL8	0.805	Valid

The results of the validity test showed that some of the r-count values < r-table (0.361). This shows that there are some work discipline variable items declared invalid. Therefore, it is necessary to eliminate several aspects of invalid indicators to support the accuracy of the instrument test.



Reality Test (Composite Reality)

The Cronchbach's Alpha test is used to measure the internal consistency reliability of multiple item scales with the provision that the value must be > 0.70. Reliability assessment can also be carried out by observing Composite Reliability which is a statistical technique to test the true value of a variable provided that the reliability value of Composite Reliability is always higher than Cronchbach's Alpha

value as follows. The SmartPLS output results for composite reliability values can be shown in the following table:

Table 3
Convergent Validity

	Cronbach's alpha	Composite reliability (rho_a)	Composite reliability (rho_c)	Average variance extracted (AVE)
Work Discipline	0.912	0.933	0.928	0.618
Employee Performance	0.936	0.938	0.946	0.636
Job Satisfaction	0.951	0.952	0.958	0.694
Motivation	0.901	0.908	0.924	0.670

Intervening Test Direct Effect

Table 4
Direct Effect

	Original sample (O)	Sample mean (M)	Standard Deviation (STDEV)	T statistics (O/STDEV)	P values
DSPL -> KIK	0.229	0.230	0.100	2.288	0.022
DSPL -> KK	0.780	0.784	0.040	19.301	0.000
DSPL -> MTV	0.724	0.731	0.048	15.065	0.000
KK -> KIK	0.354	0.332	0.145	2.437	0.015
MTV -> KIK	0.259	0.286	0.133	2.365	0.018

Work Discipline > Motivation

The original sample had a significance level of less than 0.05, or 5 percent, as demonstrated by a p value of 0.000, indicating that the link had a significant impact.

Work Discipline has a strong and good effect on motivation.

Work Discipline > Job Satisfaction

The original sample had a significance of less than 0.05, or 5 percent, as demonstrated by a p value of 0.000, indicating that the link had a significant impact.

Employee is positively and significantly impacted by Work Discipline. Occupational Satisfaction

Employee Motivation > Employee Performance

The original sample had a significance level of less than 0.05 or 5 percent, as evidenced by the p value of 0.018, indicating that the link had a significant impact.

Positive and strong impact of motivation on Employee Performance
Job Satisfaction > Employee Performance

The original sample had a significance level of less than 0.05 or 5 percent, as evidenced by the p value of 0.015, indicating that the link had a significant impact.

Performance is positively and significantly influenced by job satisfaction.

Work Discipline > Employee Performance

The original sample had a significance level of less than 0.05 or 5 percent, as evidenced by the p value of 0.022, indicating that the link had a significant impact.

Work Discipline has a big and favorable effect on Employee Performance.

Indirect effect

Table 5
Indirect Effect

	Original sample (O)	Sample mean (M)	Standard deviation (STDEV)	T statistics (O/STDEV)	P values
DSPL -> KK -> KIK	0.276	0.261	0.116	2.391	0.017
DSPL -> MTV -> KIK	0.188	0.208	0.098	2.145	0.023

Work Discipline > Employee Performance > Motivation

The original sample has a significance of less than 0.05 or 5 percent, as evidenced by the p value of 0.023, indicating that the link has a substantial impact.
Motivating Work Discipline on Employee Performance

Through incentive, Work Discipline has a good and substantial effect on Employee Performance.

Employee Performance > Work Discipline > Job Satisfaction

The original sample has a significance level of less than 0.05, or 5 percent, as evidenced by the p value of 0.017, indicating that the link has a substantial impact.

Through Job Satisfaction, Work Discipline has a favorable and significant effect on Employee Performance.

CONCLUSION

Following are various conclusions that can be derived from the study and debate presented above:

Based on the findings of the research, it is possible to explain that work discipline has a good influence on motivation and to draw the conclusion that work discipline has an effect on motivation for Customs and Excise Examiner Functional Employees First Experts in the DGCE environment. This is demonstrated by the original sample value of 0.724% with a significance level below 0.05 or 5%, as indicated by a p value of 0.000, indicating that the association has a substantial impact.

Based on the findings of testing the second hypothesis, it is possible to conclude that work discipline has an effect on the job satisfaction of the First Expert Customs and Excise Inspector Functional Employees inside the DGCE environment. This is demonstrated by the original sample value of 0.78 with a significance level below 0.05 or 5%, as indicated by a p-value of 0.000, indicating that the link has a substantial impact.

Based on the findings of testing the third hypothesis, it is possible to explain that motivation has a beneficial effect on employee performance and to conclude that motivation affects the performance of the First Expert Customs and Excise Inspector Functional Employees inside DGCE. This is demonstrated by the original sample value of 0.259, which has a significance level below 0.05 or 5 percent, as indicated by the p value of 0.018, indicating that the association has a substantial impact.

Based on the results of testing the fourth hypothesis, it is possible to explain that job satisfaction has a positive effect on employee performance and to conclude that job satisfaction affects the performance of the First Expert Customs and Excise Inspector Functional Staff in the DGCE environment. This is demonstrated by the original sample value of 0.354, which has a significance level below 0.05 or 5%, as indicated by a p value of 0.015, indicating that the association has a substantial influence.

Based on the results of the research by testing the fifth hypothesis, it can be explained that work discipline has a positive effect on employee performance and it can be concluded that work discipline has an effect on the performance of the First Expert Customs and Excise Inspector Functional Employees within DGCE. This is evidenced by the original sample value of 0.229 with a significance below 0.05 or 5%, which is indicated by a p value of 0.022, meaning that the relationship has a significant influence.

Based on the results of the research through testing the sixth hypothesis, it can be explained that work discipline has a positive effect on employee performance through motivation to employees and it can be concluded that work discipline has an effect on employee performance through motivation to Functional Employees of the First Expert Customs and Excise Inspector within DGCE. This is evidenced by the original sample value of 0.188 with a significance below 0.05 or 5% which is indicated by a p value of 0.023, meaning that the relationship has a significant influence.

Based on the results of the research through testing the seventh hypothesis, it can be explained that work discipline has a positive effect on employee performance through job satisfaction and it can be concluded that work discipline has an effect on employee performance through job satisfaction. This is evidenced by the original sample value of 0.276 with a significance below 0.05 or 5% which is indicated by a p value of 0.017 meaning that the relationship has a significant influence.

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