THE EFFECT OF WORK DISCIPLINE ON EMPLOYEE JOB SATISFACTION WITH INCENTIVES AS AN INTERVENING VARIABLE
(Case Study on Medical doctor and Nurses in Wisconsin City Area)

Mohsen Bahmani-OSKooee[1], Bob Feinberg[2]
(University Wisconsin – Milwaukee,wi)[1]
(America University- USA)[2]

Abstract

In this study, the population was employees of Medical doctor and Nurses in Wisconsin City Area, namely 31 people. Because the target population is less than 100, the sampling technique used is the census method, where the entire population is 31 employees of Medical doctor and Nurses in Wisconsin City Area. it can be concluded that the first hypothesis is accepted, meaning that work discipline (X) has a significant effect on job satisfaction (Y). the second hypothesis is accepted, meaning that incentives (Z) have a significant effect on job satisfaction (Y). the third hypothesis is rejected, meaning that incentives (Z) are not an intervening variable that mediates the effect of work discipline (X) on job satisfaction (Y).

Keywords: job satisfaction, incentives, work discipline

INTRODUCTION

Talking about HRM (Human Resource Management) nowadays is getting more and more attention, because human resources are actors from all levels of planning to evaluation who are able to utilize other resources owned by an organization or company. It is said that the company's goals can be achieved not only depending on modern equipment, adequate facilities and infrastructure, but more depending on the human resources who carry out the work. The achievement of an organization is strongly influenced by the individual performance of its employees. Every corporate organization must always spur the performance of its employees in the hope of being able to achieve harmony in every part of the company, so that the expected goals are achieved.

Richard, Robert and Gordon (2012: 312,337) emphasized that job satisfaction relates to one's feelings or attitudes about the work itself, salary, promotion or educational opportunities, supervision, co-workers, workload and others. He continued his statement that job satisfaction is related to one's attitude about work, and there are several practical reasons that make job satisfaction an important concept for leaders. Research shows satisfied workers are more likely to stay with the organization. Satisfied workers also tend to engage in organizational behavior that goes beyond their job and role descriptions, and helps reduce the workload and stress levels of members in the organization. One way to spur employee performance in an organization or company is to further improve employee performance optimally, such as providing compensation, holding job training for new employees, getting special attention for employees with achievements such as giving awards, and other forms of attention to all. his employees. The existence of activities will greatly affect the provision of compensation.

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According to Singodimedjo in Edy Sutrisno (2016: 86), states that Discipline is "the attitude of a person's willingness and willingness to obey and obey the regulatory norms that apply around him.. Related to the success of a company or organization, every communication process that takes place between individuals will result in influence that supports the performance of employees. Because it is related to the achievement of organizational goals and the sustainability of the organization, employees are required to work optimally. Therefore, employee performance needs to be considered and improved by carrying out studies on the factors that affect employee performance.

Hariandjaja (2011: 65) incentives are: "Incentives are a form of direct payment based on or directly linked to performance and profit sharing for employees due to increased productivity or cost savings." Giving employee incentives is very closely related where there is a positive relationship, where without incentives it is difficult to motivate employees to be disciplined at work and without high motivation from employees to work then high work productivity of an employee may not be realized. Incentives have a reciprocal relationship that influences one another. So that the provision of incentives that are right on target provides feedback to employees to create good performance. Job Satisfaction is a pleasant psychological condition felt by workers/employees in a work environment for their role in the organization and their needs are met properly. job satisfaction or job satisfaction identified with things that are individual. Therefore, the level of satisfaction for each person is different and this will happen if several factors are met, namely individual needs and their relation to the degree of liking and disliking of workers.

Work discipline that is not optimal and there is no control from the leadership makes the work targets charged by agencies to their employees very difficult to achieve optimally and has implications for the low level of job satisfaction of employees who work at the Medical doctor and Nurses in Wisconsin City Area. Employees are one of the most important factors of production for a company/organization, therefore they must be utilized optimally and productively. The goals of a company/institution will not be realized without the active role of employees even though the tools owned by the company/institution are so sophisticated and complete. Every company/institution certainly wants to achieve maximum performance by its employees.

LITERATURE REVIEWS

Human Resource Management

Human resource management is the set of organizational activities directed at attracting, developing and retaining an effective workforce. Managers have a big role in directing people in the organization to achieve the expected goals, including thinking about how to have human resource management (HRM) that is able to work effectively and efficiently.

incentive

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Incentives are special compensation given by companies to employees outside of their main salary to help motivate or encourage these employees to be more active at work and try to continue to improve work performance in the company.

Work Discipline

According to Singodimedjo in Edy Sutrisno (2016: 86), states that Discipline is "an attitude of willingness and willingness of a person to obey and comply with the norms of regulations that apply around him. From the understanding of communication above, it can be concluded that communication is a process of sending and receiving messages that occur between sources and recipients and then produce an understanding that can affect one another. Related to the success of a company or organization, every communication process that takes place between individuals will produce influences that support the performance of employees.

Job satisfaction

Richard, Robert and Gordon (2012: 312,337) emphasized that job satisfaction relates to one's feelings or attitudes about the work itself, salary, promotion or educational opportunities, supervision, co-workers, workload and others. He continued his statement that job satisfaction is related to one's attitude about work, and there are several practical reasons that make job satisfaction an important concept for leaders.

METHODS

In this study, the population was employees of Medical doctor and Nurses in Wisconsin City Area, namely 31 people. Because the target population is less than 100, the sampling technique used is the census method, where the entire population is 31 employees of the Medical doctor and Nurses in Wisconsin City Area.

Data analysis is a desire to classify, make a sequence, manipulate and abbreviate data so that it is easy to read and understand. In other words, data analysis activities are raw data that has been collected needs to be categorized or divided into several categories or groups, abbreviated in such a way that the data can answer problems according to research objectives and can test hypotheses (Silaen and Widiyono, 2013).

RESULTS AND DISCUSSION

Multiple Linear Regression Testing

Multiple Linear Regression Results

Coefficientsa

Model		Unstandardized Coefficients		Standardized Coefficients			Collinearity Statistics	
		B	std. Error	Betas	t	Sig.	tolerance	VIF
1	(Constant)	1911	1962		.974	.338		
	Discipline_Work_X	.517	.122	.395	4,221	.000	.888	1.127
	Incentive_Y1	.588	082	.670	7.162	.000	.888	1.127

a. Dependent Variable: Satisfaction_Work_Y2

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Based on these results, the multiple linear regression equation has the formulation: $Y2 = a + b1X + b2Y1 + \varepsilon$, so that the equation is obtained:

$$Y2 = 1.911 + 0.517X + 0.588Y1 + \varepsilon$$

The description of the multiple linear regression equation above is as followsfollowing :

a. The constant value (a) of 1.911 indicates the magnitude of job satisfaction (Y2) if work discipline (X) and incentives (Y1) are equal to zero.

b. The regression coefficient value of work discipline (X) (b1) is 0.517 indicating the large role of work discipline (X) on job satisfaction (Y2) assuming the incentive variable (Y1) is constant. This means that if the work discipline factor (X) increases by 1 value unit, it is predicted that job satisfaction (Y2) will increase by 0.517 value units assuming incentives (Y1) are constant.

c. The value of the incentive regression coefficient (Y1) (b2) of 0.588 indicates the magnitude of the role of incentives (Y1) on job satisfaction (Y2) assuming the work discipline variable (X) is constant. This means that if the incentive factor (Y1) increases by 1 value unit, it is predicted that job satisfaction (Y2) will increase by 0.588 value units assuming constant work discipline (X).

d.

t test (Partial)

Partial Test (t) Equation 1

Coefficientsa

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	std. Error	Betas			tolerance	VIF
1	(Constant)	2,498	3,081		.811	.424		
	Discipline_Work_X	.811	.191	.620	4,251	.000	1,000	1,000

a. Dependent Variables:Incentive_Y1

Hypothesis test of the effect of work discipline variable (X) on incentive variable (Y1).

The form of hypothesis testing based on statistics can be described as follows:

Decision Making Criteria:

a. Accept H0 If tcount < ttable or -tcount> - ttable or Sig. >0.05

b. Reject H0 If tcount ≥ ttable or -tcount ≤ - ttable or Sig. < 0.05

From the table above, a tcount value of 2,498 is obtained with α = 5%, ttable (5%; nk = 29) obtained a ttable value of 1.699. 0.00 <0.05, it can be concluded that the first hypothesis is accepted, meaning that the work discipline variable (X) has a positive and significant effect on incentives (Y1).

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Partial Test (t) Equation 2

Coefficientsa

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	std. Error	Betas			tolerance	VIF
1	(Constant)	1911	1962		.974	.338		
	Discipline_Work_X	.517	.122	.395	4,221	.000	.888	1.127
	Incentive_Y1	.588	082	.670	7.162	.000	.888	1.127

a. Dependent Variable: Satisfaction_Work_Y2

Hypothesis test of the effect of work discipline (X) on job satisfaction (Y2)

The form of hypothesis testing based on statistics can be described as follows:

Decision Making Criteria:

a. Accept H0 If tcount < ttable or -tcount> - ttable or Sig. >0.05

b. Reject H0 If tcount ≥ ttable or -tcount ≤ - ttable or Sig. < 0.05

From the table above, a tcount value of 4,221 is obtained with α = 5%, ttable (5%; nk = 29) obtained a ttable value of 1.699. From this description it can be seen that tcount (4,221) > ttable (1.699), and its significance value is 0 00 <0.05, it can be concluded that the second hypothesis is accepted, meaning that work discipline (X) has a significant effect on job satisfaction (Y2).

Hypothesis test of the effect of incentives (Y1) on job satisfaction (Y2)

The form of hypothesis testing based on statistics can be described as follows:

Decision Making Criteria:

a. Accept H0 If tcount < ttable or -tcount> - ttable or Sig. >0.05

b. Reject H0 If tcount ≥ ttable or -tcount ≤ - ttable or Sig. < 0.05

From the table above, a tcount value of 7,162 is obtained. With α = 5%, ttable (5%; nk = 29) a ttable value of 1.699 is obtained. 00 < 0.05, it can be concluded that the third hypothesis is accepted, meaning that incentives (Y1) have a significant effect on job satisfaction (Y2).

Direct and Indirect Relations

No	Variable	Direct	Indirects	Total	Criteria	Conclusion
1	Work Discipline (X)	0.395	0.620	-	Significant	As Independent Variable
2	Incentive (Y1)	0.670	-	0.415	Significant	As an Intervening Variable

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CLOSING

Conclusion

Based on the results of the research and discussion in the previous chapter, it can be concluded as follows:

1. The things proposed state that: From table 4.16, a tcount value of 4,221 is obtained. With α = 5%, ttable (5%; nk = 29) a ttable value of 1.699 is obtained. From this description it can be seen that tcount (4.221) > ttable (1.699), and a significance value of 0.00 <0.05, it can be concluded that the first hypothesis is accepted, meaning that work discipline (X) has a significant effect on job satisfaction (Y).

2. From table 4.16, a tcount value of 7,162 is obtained. With α = 5%, ttable (5%; nk = 29) a ttable value of 1.699 is obtained. 00 < 0.05, it can be concluded that the second hypothesis is accepted, meaning that incentives (Z) have a significant effect on job satisfaction (Y).

3. From the results of the above calculation, the tcount value is 1.3587 (5%; nk = 29) and the ttable value is 1.699. From this description it can be seen that tcount (1.3587) < ttable (1.699), it can be concluded that the third hypothesis is rejected, meaning incentive (Z) is not an intervening variable that mediates the effect of work discipline (X) on job satisfaction (Y).

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