

The Effect of Work Placement and Work Discipline on Employee Performance Through Job Satisfaction Case Study of the Surya Kencana Lumajang Savings and Loan Cooperative

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Abstract

This study aims to analyze the effect of work placement and work discipline on employee performance through case study job satisfaction at the Surya Kencana Lumajang Savings and Loan Cooperative. This type of research is included in the type of quantitative research. The sample used was 40 respondents with a saturated sample technique. The data analysis method used is path analysis.

The results showed that job placement had a significant effect on job satisfaction, work discipline had no significant effect on job satisfaction, job placement had no effect on performance, work discipline had no effect on performance, job satisfaction had an effect on employee performance, job placement had an effect on performance through satisfaction. work, work discipline has no effect on performance through job satisfaction

Keywords: Job Placement, Work Discipline, Performance, Job Satisfaction

PRELIMINARY

The economy in this era of globalization is expected to be able to compete even though it is very tight in economic or business activities. The current situation makes economic actors think of strategies to develop, expand their ability to anticipate rapidly changing situations. Under current conditions, based on Pancasila and the 1945 Constitution, the State of Indonesia has placed its national economy on the principle of kinship, and therefore formed a cooperative institution.

A cooperative is a business entity that manages business activities, a cooperative is a business entity that has members or entities based on kinship and economic democracy, this cooperative business activity is a description of the 1945 Constitution (UUD) article 33 paragraph (1). Article 44 of Law Number 25 of 1992 concerning Cooperatives states that

cooperatives can collect funds and distribute them through savings and loan business activities from and for members and prospective members of the cooperative concerned, other cooperatives and or their members. The Surya Kencana Lumajang Savings and Loans Cooperative is a cooperative that is engaged in services and provides loans to both members and the general public.

. Indonesian cooperatives are a function of social democracy, because basically the members always cooperate, work together based on equal rights and obligations. Cooperatives belong to the members, therefore it is regulated and regulated according to the wishes and needs of the members, so that making policies on cooperatives must comply with decisions. The highest power holder of the cooperative lies in the Annual Members Meeting (RAT). Savings and loan cooperatives according to Suyanto and Nurhadi (2003) are cooperatives that are able and able to raise and improve the welfare of members by providing credit and small interest. The purpose of the Savings and Loans Cooperative According to Ninik Widiyanti and Sunindhia (2009:198): (1) Assist in dealing with credit matters for members who really need it with easy terms and conditions. (2) Provide teaching to members so that they can save and save regularly to form their own capital. (3) Educate members to live frugally, by leaving the salary they earn. (4) Adding insight into the world of cooperatives.

Human resources play an important role in an organization. Good performance management is a must for the organization. Organizations should think about performance management. Organizations must try to improve the performance of individuals, groups, which will ultimately bring organizational effectiveness. Performance is a description of the level of achievement of the implementation of an activity / program / policy in realizing the goals, objectives, vision and mission of the organization. In general, it can also be said that performance is an achievement that can be achieved by the organization within a certain period, this is in accordance with the concept of performance which is divided into 3 perspectives, namely: individual performance, group performance and organizational performance.

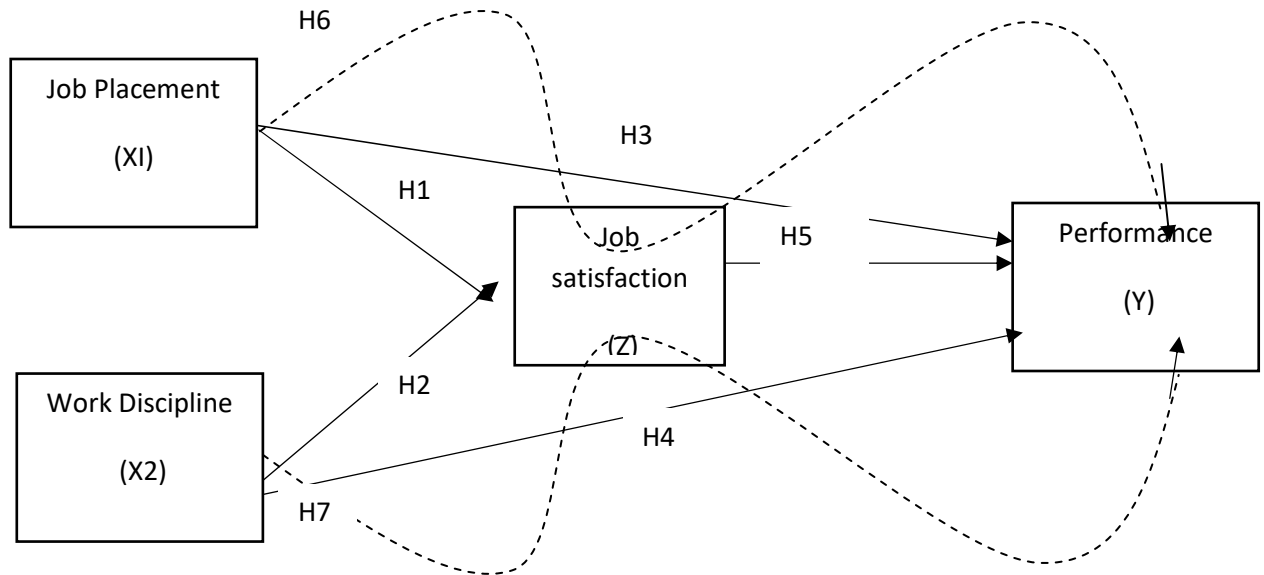
The success of organizational management is influenced by the success of management in managing several activities such as employee placement, work discipline, job satisfaction and employee performance as expressed by Zulfahmi et al (2020), Hiskia Jonest Runtunuwu et al (2015 who concluded in their research that job placement affects Other

researchers raised the issue of work discipline its effect on performance, including Andi Muhammad Rifqi A et al (2021), Zulfahmi et al (2020), Endang Brotoy, Lukman Ahmad Imron and Achmad Choerudin (2017), Hiskia Jonest Runtunuwu et al (2015). Effect of Job satisfaction on performance is concluded in the research of Rasti Ardini and Fadli (2017), Cici Rosita Devi et al (2016), Natalia Susanto (2019), Andi Muhammad Rifqi A et al (2021).

RESEARCH METHODS

This type of research is quantitative research, namely research that requires the use of numbers, ranging from data collection, interpretation and display of the results file (Sugiyono, 2014)

In this study, what was studied were job placement (X1), work discipline (X2), job satisfaction (Z) and performance (Y). Samples taken in this study in this study were all employees of the Surya Kencana Lumajang Savings and Loan Cooperative, amounting to 40 respondents. The sampling technique in this study is saturated sampling, where the entire population is used as a sample. The data analysis method used is path analysis. The indirect effect test uses the Sobel test. The direct influence between the variables of work placement, work discipline on job satisfaction, the effect of job placement, work discipline on performance and the effect of job satisfaction on performance. While the indirect effect looks at the effect of job placement on performance through job satisfaction and the effect of work discipline on performance through job satisfaction. The picture of the relationship between variables can be described as follows:



Keterangan :

- : Direct influence
- : Indirect influence

RESULT RESEARCH AND DISCUSSION

Description of Work Placement Research Variables (X1)

Table 1. Results of respondents' answers to the variable Job Placement

No.	Job Placement	STS	TS	N	S	SS	TOTAL
1	X1.1	0	0	0	5	35	40
2	X1.2	0	0	0	5	35	40
3	X1.3	0	0	0	4	36	40
4	X1.4	0	0	0	10	30	40
5	X1.5	0	0	1	20	19	40

From the table above, it can be seen that most of them answered strongly agree and agree.

Description of Work Discipline Research Variables (X2)

Table 2. Results of respondents' answers to work discipline variables

No.	Job Placement	STS	TS	N	S	SS	TOTAL
1	X2.1	0	0	0	7	33	40
2	X2.2	0	0	2	6	32	40
3	X2.3	0	0	6	4	30	40
4	X2.4	0	0	2	10	28	40
5	X2.5	0	0	16	3	21	40

Based on the table above, it can be seen that most of the respondents answered strongly agree and agree, but there were also those who answered neutrally.

Description of Performance Research Variables (Y)

Table 3. The results of respondents' answers to the performance variable

No.	Performance	STS	TS	N	S	SS	TOTAL
1	Y1.1	0	0	0	26	14	40
2	Y1.2	0	0	1	14	25	40
3	Y1.3	0	0	1	16	23	40
4	Y1.4	0	0	1	24	15	40
5	Y1.5	0	0	0	16	24	40

Regarding the employee performance variable, the respondents' answers were spread at strongly agree, agree and neutral.

Description of Job Satisfaction Research Variables (Z)

Table 4. Results of Respondents' Answers to Job Satisfaction in 2022

No.	Job Placement	STS	TS	N	S	SS	TOTAL
1	Z1	0	0	0	18	22	40
2	Z2	0	0	0	29	11	40
3	Z3	0	0	0	17	23	40
4	Z4	0	0	2	12	26	40
5	Z5	0	0	0	13	27	40

The results of the validity and reliability tests are shown in the table below:

Table 5. Validity and Reliability test results

Variable	Indicator	r - count	r - table	Information
Work Placement (X1)	X1.1	0.865	0.312	Valid
	X1.2	0.751	0.312	Valid
	X1.3	0.838	0.312	Valid
	X1.4	0.541	0.312	Valid
	X1.5	0.574	0.312	Valid
Work Discipline (X2)	X2.1	0.580	0.312	Valid
	X2.2	0.405	0.312	Valid
	X2.3	0.426	0.312	Valid
	X2.4	0.410	0.312	Valid
	X2.5	0.411	0.312	Valid
Job Satisfaction (Z)	Z1.1	0.661	0.312	Valid
	Z1.2	0.800	0.312	Valid
	Z1.3	,0862	0.312	Valid
	Z1.4	0.695	0.312	Valid

	Z1.5	0.493	0.312	Valid
Performance (Y)	Y1.1	0.457	0.312	Valid
	Y1.2	0.529	0.312	Valid
	Y1.3	0.778	0.312	Valid
	Y1.4	0.670	0.312	Valid
	Y1.5	0.513	0.312	Valid

Based on the table above, it can be seen that the results of the validity test show that all statements related to the variables of Work Placement (X1), Work Discipline (X2), Job Satisfaction (Z), and Performance (Y) obtained r count greater than r table with less significance. of 0.05 so that it can be interpreted that all statements in the research questionnaire are valid and can be used as research data collection instruments.

Reliability Test

Table 6. Reliability Test Results

Variable	<i>Cronbach's Alpha</i>	Reliability Standard	Information
Work Placement (X1)	0.692	0.60	Reliable
Work Discipline (X2)	0.106	0.60	Reliable
Job Satisfaction (Z)	0.691	0.60	Reliable
Performance (Y)	0.366	0.60	Reliable

Based on Table 6 shows that all the variables of Work Placement are said to be reliable because the value of Cronbach's alpha > 0.60 is 0.692. The Work Discipline variable is said to be reliable because the value of Cronbach's alpha > 0.60 is 0.106. Job satisfaction variable is said to be reliable because the value of Cronbach's alpha > 0.60 is 0.691. The performance variable is said to be reliable because the value of Cronbach's alpha > 0.60 is 0.366. So it can be concluded that all the instruments used in this study are reliable.

Classical assumption test includes normality test, multicollinearity test and heteroscedasticity test. The results are as follows:

For the normality test, it is known that the data in this study is normally distributed because the Asym Sig value is 0.200 which is greater than 0.05. For multicollinearity test the value of Tolerance 0.1 VIF <10. The heteroscedasticity test showed that there was no heteroscedasticity with a significance value of more than 0.05.

Hypothesis testing

Hypothesis testing was conducted to determine and prove the direct or indirect effect of the dependent variable on the independent variable .

Table of results of analysis of hypothesis testing:

Table 7. Hypothesis Test Results

Variable	Sig	<i>t_{hitung}</i>	<i>t_{tabel}</i>	Information
X1 against Z	0.001	3,596	2.026	Significantly influential
X2 against Z	0.160	-2,525	2.026	No significant effect
X1 against Y	0.615	-0.507	2.026	No significant effect
X2 against Y	0.122	1,583	2.026	No significant effect
Z against Y	0.001	3,499	2.026	Significantly influential

1. The Effect of Job Placement (X1) on Job Satisfaction

Based on the results of hypothesis testing, it can be seen that the significance value for the influence of Job Placement (X1) has a direct effect on Job Satisfaction (Z) of $0.001 < 0.05$ with a tcount of $3,596 > t_{table} 2,026$ so it can be concluded that H1 is accepted which means there is a significant positive effect. Job Placement (X1) on Job Satisfaction (Z) for employees of the Surya Kencana Lumajang Savings and Loan Cooperative. This means that employees feel satisfaction with their placement. Employees feel that the placement is in accordance with their expectations. These results are in accordance with research from Dira Karlina (2020), Cici Rosita Dewi (2016),

2. The Effect of Work Discipline (X2) on Job Satisfaction

Based on the results of hypothesis testing, it can be seen that the significance value for the influence of Discipline (X2) has a direct effect on Job Satisfaction (Z) of $0.016 < 0.05$ with a tcount of $-2.525 < t_{table} 2.026$ so it can be concluded that H2 is rejected which means there is no significant effect Work Discipline (X2) on Job Satisfaction (Z) in Surya Kencana

Lumajang Savings and Loan Cooperative employees. In this cooperative, the rules and regulations at the conceptual level are often different from the implementation in the field, such as the problem of distributing SHU, irregularities in loan problems. This is one indication of the lack of enforcement of existing rules and regulations, so that disciplinary issues are not given much attention. Employees consider discipline or no less influence on what should be received by employees. Discipline has no effect on job satisfaction, this is in accordance with research from Fani & Kustina (2021), Febriansah (2017)

3. The Effect of Work Placement (X1) on Performance

Based on the results of hypothesis testing, it can be seen that the significance value for the effect of Work Placement (X1) has a direct effect on Performance (Y) of $0.615 > 0.05$ with a tcount of $-0.507 < t$ table 2.026 so it can be concluded that H3 is rejected which means there is no significant effect. Significant Work Placement (X1) on the Performance (Y) of the employees of the Surya Kencana Lumajang Savings and Loan Cooperative. The work placement is indeed in accordance with the expectations of the employee so that it is satisfactory, but does not make the employee's performance better. This is contrary to research from Zulfahmi et al(2020), Dira Karlina(2020), Cici Rosita et al(2016).

4. The Effect of Work Discipline (X2) on Performance

Based on the results of hypothesis testing can be known The significance value for Work Discipline (X2) has a direct effect on Performance(Y) of $0.122 > 0.05$ with a tcount of $1.583 < t$ table of 2.026 so it can be concluded that H4 is rejected, which means that there is no significant positive effect of Work Discipline (X2) on Performance (Y) on the employees of the Surya Kencana Lumajang Savings and Loans Cooperative . The level of discipline is indeed not good from the administration system and the level of employee discipline. Inadequate enforcement of employee discipline means that there is no firmness in giving sanctions or rewards for employees. This is contrary to research from Rasti Ardini and Fadli (2017), Natalia Susanto(2019) which concludes that work discipline affects employee performance.

5. The Effect of Job Satisfaction on Performance

Based on the results of hypothesis testing, it can be seen that the significance value for the influence of Job Satisfaction (Z) has a direct effect on Performance (Y) of $0.001 < 0.05$ with a tcount of $3,499 > t$ table 2,048 so it can be concluded that H5 is accepted which means

there is a significant positive effect Job Satisfaction (Z) on Performance (Y) for employees of the Surya Kencana Lumajang Savings and Loan Cooperative. From the results of the answers and analysis carried out, it is evident that most of the answers are at the level of agree and strongly agree, this indicates that the compensation provided is able to provide satisfaction and the satisfaction obtained can later improve performance. This is in accordance with research from Cici Rosita Devi et al (2016), Rasti Ardini and Fadli (2017), Natalia Susanto (2019),

6. Indirect Effect of Job Placement (X1) on Performance (Y) Through Job Satisfaction (Z)

Based on the Sobel test calculation, it can be seen that the value of $t_{count} = 2.124$. While the value of $t_{table} = 2.026$. it means that Job Placement (X1) has an effect on Performance (Y) through Job Satisfaction (Z). It can be interpreted that job satisfaction can mediate the effect of job placement on performance. From the results of the hypothesis test, the direct effect of job satisfaction on performance is indeed proven to have an effect. This means that job satisfaction obtained and felt by employees is able to affect employee performance. Job satisfaction is able to mediate employee performance.

7. Indirect Effect of Work Discipline (X2) on Performance (Y) Through Job Satisfaction (Z)

Based on the calculation of the Sobel test, it can be seen that the value of $t_{count} = 0.0818$. While the value of $t_{table} = 2.026$. It can be concluded $t_{hitung} < t_{tabel}$, meaning that Work Discipline (X2) has no effect on Performance (Y) through Job Satisfaction (Z). It can be interpreted that job satisfaction cannot mediate the effect of work discipline on performance.

CONCLUSION

1. Job Placement has a significant effect on Job Satisfaction.
2. Work Discipline has no significant effect on Job Satisfaction.
3. Work Placement has no significant effect on Performance.
4. Work Discipline has no significant effect on performance.
5. Job satisfaction has a significant effect on performance.
6. Job Placement affects Performance through Job Satisfaction.

7. Work Discipline has no effect on Performance through Job Satisfaction.

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