

Effect of Commitment Organization, Work Environment and Discipline on Job Satisfaction

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Abstract: Objectives to be achieved in this study are as follows to determine the effect of organizational commitment, work environment and discipline simultaneously on job satisfaction. To determine the effect of organizational commitment on job satisfaction. To determine the effect of the work environment on job satisfaction. To determine the effect of discipline on employee job satisfaction at Langara's UPP Class III Office. The design of this study is quantitative research that is associative (cause and effect). To determine the sample in this study used saturated samples or census, then all population is sampled as many as 42 employees. The analysis in this study is multiple linear regressions.

Organizational commitment, work environment and discipline simultaneously influence employee job satisfaction. This means that employees who always here to the rules in the organization are supported by the conditions of a comfortable work environment and have good work ability; this causes employee job satisfaction to increase. Organizational commitment has a positive and significant effect on employee job satisfaction. The better organizational commitment the higher the employee's job satisfaction. Work Environment has a significant effect on employee job satisfaction. It means that the better the condition of the work environment of the employee, the more supportive the employee's comfort in working, which then increases employee job satisfaction. Work discipline has a significant effect on employee job satisfaction. This means that the better the level of employee compliance with applicable rules and regulations, the employee's performance will increase..

Keywords: Organizational Commitment, Work Environment, Discipline, Job Satisfaction

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I. Introduction

1.1. Background

Organizations that succeed in achieving goals and are able to meet their social responsibilities will be very dependent on the leadership. If the leader is able to carry out well, it is very likely that the organization will achieve its goals. An organization needs an effective leader, who has the ability to influence the behavior of its members or subordinates.

A pleasant work environment will be able to make employees want to work with full awareness, provide all abilities, power, and mind, creation and maximum willingness to achieve maximum results. A good work environment is characterized by the availability of adequate work facilities and infrastructure in accordance with the nature of the tasks that must be completed.

Organizational commitment is defined by several researchers as a measure of the strength of identity and involvement of employees in organizational goals and values. Organizational commitment is found as a better indicator of "leavers" and "stayers" than job satisfaction (Mowday, Porter, Steers, and Boulian, 1979, in McNeese-Smith, 1996). Other studies have found that job satisfaction is related to organizational commitment and is related to achievement in organizational empowerment (Glisson and Durick, 1998, in McNeese-Smith, 1996). With the commitment given, it is expected that employee performance will increase.

Discipline is the most important operational function; behavior in managing an organization can produce good output in achieving goals and objectives. But on the other hand, undisciplined behavior in managing an organization results in failure to achieve the goals and objectives that have been set. The better level of discipline employees in an organization, the higher work performance that can be achieved.

Job satisfaction is the impact or result of the effectiveness of *performance* and success in work. Low job satisfaction in organizations is a series of 1) decreasing implementation of tasks, 2) increasing absenteeism, and 3) decreasing organizational morale.

Wilar's research results (2013) show that employee discipline, and work environment, have a positive and significant effect on employee performance. Furthermore, there are research findings by Heny Sidanti (2015) which show that the work environment factor does not have a significant effect on the performance of

Civil Servants, and the results of the Dwi Agung Nugroho Arianto (2013) research and discipline have no significant effect on performance

1.2. Research purposes

Objectives to be achieved in this study are: to determine the effect of organizational commitment, work environment and discipline against the employee satisfaction at Langara Class III UPP Office.

II. Literature review

2.1 Definition of Organizational Commitment

Robbins and Judge (2007) define commitment as a condition in which an individual sits with the organization and its goals and desires to maintain its membership in the organization. While Mathis and Jackson (Sopiah, 2008: 155) defines organizational commitment as degrees where employees believe and accept the organization's goals and will stay or not will leave the organization).

Steers (2005) defines organizational commitment as a sense of identification (trust in organizational values), involvement (willingness to try as well as possible for the benefit of the organization) and loyalty (the desire to remain a member of the organization) expressed by an employee against his organization. Organizational commitment is a condition where employees are very interested in the goals, values, and objectives of their organization. Commitment to the organization means more than just formal membership, because it includes an attitude of liking the organization and a willingness to work high level of effort for the interests of the organization for the achievement of goals.

Commitment to the organization means more than just formal membership, because it includes an attitude of liking the organization and a willingness to work high level of effort for the interests of the organization for the achievement of goals. Based on this definition, organizational commitment includes elements of loyalty to the organization, involvement in work, and identification of organizational values and objectives.

Luthans (2006) states that organizational commitment is an attitude that reflects the organization's employee loyalty and continuous process in which members of the organization expressed concern to the organization and success and sustainable progress.

The low commitment reflects a person's lack of responsibility in carrying out their duties. Questioning commitment is the same as questioning responsibility, thus, a measure of a leader's commitment is related to delegation of authority (empowerment). In this concept, leaders are faced with a commitment to entrust their duties and responsibilities to subordinates. On the contrary, subordinates need to be committed to improving self competency.

2.2 Concept of Work Environment

The work environment where these employees work is equally important in improving employee performance. Where the Work Environment is the material and psychological conditions that exist within the organization. Therefore the organization must provide an adequate work environment such as the physical environment (comfortable office layout, clean environment, good air exchange, color, adequate lighting and melodious music), and non-physical environment (employee work atmosphere, welfare employees, relationships between employees, relationships between employees and leaders, and places of worship). A good work environment can support the implementation of work so that employees have the spirit to work and improve employee performance.

Nitisemito (Logahan, 2010), reveals that, the work environment is everything that exists around workers who can influence themselves in carrying out their assigned tasks. Robbins (Rahayu, 2009), argues that, the work environment is something that is around workers and can affect themselves, in carrying out tasks that are charged. Umar (Tanjung Sari, 2011), regarding the environment are all objects, conditions of conditions and influences contained in the space occupied by employees and affect employees.

Simanjuntak (2011: 48), the work environment concerns work, layout of equipment, work space, light, ventilation or air circulation, safety and health guards. Physical work environment are all located around the physical state of the workers and that may affect her natural to perform the duties imposed (Anggreni, 2012).

2.3 Definition of Discipline

Work discipline is a tool used by managers to communicate with employees so that they are willing to change behavior and as an effort to increase one's awareness and willingness to obey all applicable company regulations and social norms (Rivai and Sagala, 2011: 825).

Hasibuan (2011: 193), discipline is the awareness and willingness of someone to comply with all applicable company regulations and social norms. Terry (Sutrisno, 2012: 87), discipline is a driving force for

employees and discipline as well as a developing force in the employee's body and causes employees to adjust voluntarily to decisions, regulations, and high values of work and behavior, Latimer (Sutrisno, 2012: 87).

According to (US. Moenir in Ahmad Tollardi, 2002: 393), discipline is obedience to rules. While discipline is the work done to create the state of the sector in the work environment is orderly, efficient and effective manner through a system the proper setting.

Siswanto Sastrohadiwiry, 2002, revealed that work discipline is an attitude of respect, obedience and obedience to applicable regulations, both written and unwritten and capable of carrying out them and not refuse to accept sanctions if they violate the duties and authorities granted to them. Prijodarminto Suryadi , 2008), discipline is a condition that is created and formed through a process of a series of behaviors that show the values of obedience, loyalty, tranquility, order. Nitisemito, 1996, argued that discipline as an attitude, behavior and actions that are in accordance with the rules of the company, both written and unwritten. Munandar (Gusti, 2012:4), argues that discipline is a form of obedience to established rules.

2.4 Job satisfaction

Job satisfaction is a positive attitude towards work on someone. Basically, job satisfaction is an individual thing. Each individual will have a different level of satisfaction according to the value system that applies to him. Usually people will feel satisfied with work that has been or is being carried out, if what is done is considered to have met expectations, in accordance with the purpose of work. If someone craves for something, then the person concerned has an expectation and thus will be motivated to take action towards achieving that expectation. If these expectations are met, satisfaction will be felt.

Job satisfaction shows the suitability between someone's expectations that arise and the rewards provided by work, so that job satisfaction is also closely related to the theory of justice, psychological and motivational agreements. Furthermore Robbins (2006) defines job satisfaction as a general attitude of an individual to his work where in that job someone is required to interact with co-workers and superiors, follow the rules and policies of the organization, meet performance standards.

III. Conceptual Framework

3.1. Conceptual framework

Steers (2005) defines organizational commitment as a sense of identification (trust in organizational values), involvement (willingness to try as well as possible for the benefit of the organization) and loyalty (the desire to remain a member of the organization) expressed by an employee against his organization. Organizational commitment is a condition where employees are very interested in the goals, values, and objectives of their organization. Commitment to the organization means more than just formal membership, because it includes an attitude of liking the organization and a willingness to work high level of effort for the interests of the organization for the achievement of goals.

Luthans (2005) states that organizational commitment is an attitude that reflects employee loyalty to the organization and ongoing processes in which members of the organization express their concern for the organization and ongoing success and progress.

Work environment is everything that is around the work and that could affect him in carrying out the tasks assigned (Nitisemito 19,96:183). The work environment factor has an influence on employee performance is the organizational climate or work environment where the employee carries out his duties and responsibilities.

Discipline is an orderly state in which a person or group of people who are members of the organization wishes to comply with and implement the rules of company regulations both written and unwritten based on awareness and realization of a condition between desires and reality and it is expected that employees have a disciplined attitude high in work so that performance increases .

Job satisfaction shows the suitability between someone's expectations that arise and the rewards provided by work, so that job satisfaction is also closely related to the theory of justice, psychological and motivational agreements. Furthermore Robbins (2006) defines job satisfaction as a general attitude of an individual to his work where in that job someone is required to interact with co-workers and superiors, follow the rules and policies of the organization, meet performance standards.

Based on the above framework, this study will explore the influence between Organizational commitment, work environment and discipline towards the employee's work area that is described in the conceptual framework as follows:

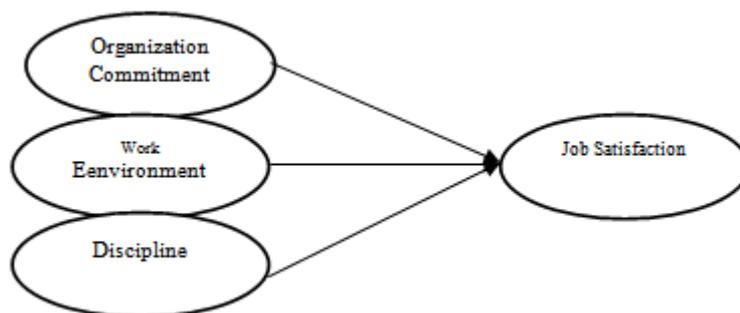


Figure 3.1
Research Conceptual Framework

3.2. Research Hypothesis

Based on the background, theoretical basis, and frame of mind stated above, then hypothesis is as follows: commitment organization, the working environment and discipline have positive and significant impact on job satisfaction of employees at the Office of Class III UPP Langara.

IV. Methodology

The design of this study is quantitative research that is associative (cause and effect). According to Sugiyono (2005) associative research is research that aims to determine the effect of two or more variables by examining the causal relationship between these variables. In this case the influence of organizational commitment, work environment and discipline on job satisfaction.

Population is the total number of units of analysis to be suspected. To determine the sample in this study used saturated samples or census, then all population is sampled as many as 42 employees. The analysis used multiple regression analysis.

V. Result and Discussion

5.1 Description of Characteristics of Respondents

Personal identity or characteristics are important data to be examined first, because factors that are easily defined and easily obtained as well as objectivity. The identity of the respondent needs to be known because it also determines the validity of the research. The description of the respondents in this study used descriptive analysis, where the depiction was done as is. From the data obtained during the study of 42 employees as respondents, there are some descriptions of personal identity as follows:

1. Characteristics of Respondents by Gender

From the table shows that male respondents are 30 people or 71.43 percent and the remaining 12 women or 28.57 percent.

2. Characteristics Respondents by Education

Judging from the education level of employees who are respondents in this study indicate that the respondents in the Langara UPP Class III Office, seen from the last education S-2 as many as 1 person or 2.38 percent, S-1 as many as 20 people or 47.62 percent, Diploma as many as 10 people at a time 23.81 percent, and high school as many as 11 person or 26.19% percent.

3. Characteristics of Respondents by Age

Based on the data presented in the table above, it can be explained that the conditions of respondents or employees at Langara's UPP Class III Office are 6 people or 14.28 percent from the age of 25-29 years, 10 people or 23.81 percent from 30-34 years old, 11 people or 26.19 percent from 35-39 years old, 7 people or 16.67 percent from the age of 40-44 years and the remaining 8 people or 19.05 percent are over 45 years old.

5.2 Multiple Linear Regression Analysis

Analysis of the data used in the study is the analysis of multiple linear regression analysis. The results of multiple linear regression analysis are presented in the table as follows:

Table 5.1 Multiple Linear Regression Analysis

Model		Coefficients ^a				
		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	2.594	3.964		.654	.515
	Organization Commitment	.404	.105	.363	3.858	.000
	Work environment		.130	.284	2.971	.004
	Discipline	.420	.123	.288	3.429	.001
R = 0.850 R Square = 0.723 F = 79,252 Fsig = 0,000						

Source: Data processed, 2018

From the multiple linear regression equation, it will be explained as follows:

The efficient regression of the organizational commitment variable (b_1) is known to be 0.363 which show the magnitude of the influence of the organizational commitment variable on work satisfaction. The results of the regression coefficient mean that organizational commitment has an effect of 0.363 on job satisfaction, where the effect is positive (in the same direction). This means that if it is assumed that the variable organizational commitment can increase work satisfaction employee.

The regression coefficient of the work environment variable (b_2) is known to be 0.284 which shows the magnitude of the influence of the work environment variable on the work area. The results of the regression coefficient mean that the work environment has an effect of 0.284 on the extent of work, where the effect is positive (in the same direction). This reflects the better working environment employee at Langara UPP Class III Office; it will lead to higher workload.

The regression variable of the disciplinary variable (b_3) is known to be 0.288 which shows the magnitude of the influence of the discipline variable on the extent of work. The results of the regression coefficient mean that the discipline has an effect of 0.288 on the extent of work, where the effect is positive (in the same direction). This means that it reflects that the better the discipline of employees, it will cause the higher the level of work, and vice versa if the discipline is not as expected, it will cause work expansion to decrease.

5.3 Correlation analysis (r) and determination (R^2)

The coefficient of determination (R^2) essentially measures how far the model's ability to explain variations in the *dependent* variable. The results obtained by the value of the correlation coefficient (R) of 0.850. This shows a positive and strong relationship between organizational commitment variables, work environment and discipline with employee workload. This means the better organizational commitment, work environment and discipline employee in the Langara UPP Class III Office, it will also be followed by the higher employee workload, and vice versa.

The calculation result of multiple linear regression analysis was also known to the coefficient of determination *R Square* (R^2) that is equal to 0.723. Or mean 72,3 % of work employee in the UPP Class III Office, Langara was determined by variable organizational commitment, work environment and discipline, while the other was 27,7 % caused by other variables not examined.

5.4 Hypothesis Test Results

From the results of analysis ^{calculated} F value of 79.252 while at the 95% confidence level ($\alpha = 5\%$) with a probability value of $0.000 < 0.05$, so H_0 is rejected and H_a is accepted which means that the variable organizational commitment (X_1), work environment (X_2) and discipline (X_3) is proven *simultaneously* significant effect on the job satisfaction on the error rate of 5% ($\alpha = 5\%$). This reflects the variable organization commitment (X_1), work environment (X_2) and discipline (X_3) together (*simultaneous*) can explain the extent of work, or in other terms if at the same time organization commitment (X_1), work environment (X_2) and discipline (X_3) goes well and effectively, it will have an effect significant (real) on the extent of work. Thus the hypothesis states organizational commitment (X_1), work environment (X_2) and discipline (X_3) simultaneously significant effect on job satisfaction in this study can be proven or acceptable.

The hypothesis of this study is expressed commitment of the organization (X_1), work environment (X_2) and discipline (X_3) *partially* significant effect on satisfaction. To prove the truth of the hypothesis in this study used t-test. The acceptance criteria for the second hypothesis in this study are: If $t_{count} > t_{table}$ or probability

<0.05 , then the hypothesis is accepted. From the results of data analysis as presented in table 4.13 above, the results of the t test for each independent variable will be described as follows:

The value of t_{counts} the organizational commitment variable of 3.858 with a significance value (probability) of $0.00 < \alpha = 5\%$ (0.05). This means that the organization commitment variable partially significant effect on employment satisfaction. This means that variable of organizational commitment partially satisfaction significant effect on employment.

To prove the truth of hypothesis 3 (three) in this study, it was done by comparing the standardized beta coefficient values of each independent variable. The value of t_{count} the commitment variable is 2.971 with a significance value (probability) of $0.004 < \alpha = 5\%$ (0.05). This means that the work environment is partially significant effect on employment satisfaction. This means that the work environment is partially significant effect on employment satisfaction.

To prove the truth of hypothesis 4 (four) in this study, it was done by comparing the standardized beta coefficient values of each independent variable. The value of t_{counts} the variable job satisfaction of 3.429 with a significance value (probability) of $0.001 < \alpha = 5\%$ (0.05). This means that the disciplinary variables partially have a significant effect on job satisfaction. This means that the disciplinary variables partially have a significant effect on job satisfaction.

V. Conclusion

6.1. Conclusion

Based on the analysis of the results of the research and discussion on the effect of organization commitment, work environment and discipline on the job satisfaction of Class III Langara Port Operator Unit Office could the conclusions as follows: Organizational commitment, work environment and influential discipline the workload of employees of the Class III Port Operator Unit Office. This means that employees who always adhere to the rules in the organization are supported by the conditions of a comfortable work environment and have good work ability; this causes the employee's work expansion to increase.

6.2. Suggestions

The leadership should be at the Class III Langara Port Organizing Unit Office , paying more attention to the work environment such as office space and adding work facilities that can support service activities to the community and entrepreneurs who use the port .

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