THE INFLUENCE OF WORK DISCIPLINE IN MEDIATING WORK ENVIRONMENT RELATIONSHIPS ON JOB SATISFACTION

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Abstract
This study aims to see the influence of work discipline in mediating the relationship between the work environment and employee job satisfaction in the Regional Tax and Levy Management Agency (BPPRD) Batam city. The number of respondents used as samples in this study was as many as 70 civil servants. The results showed that: (1) The work environment has a positive and significant effect on the discipline of work in the Regional Tax and Levy Management Agency of Batam City, seen from the value of t values 184,194, (2) The work environment has a positive and significant effect on employee job satisfaction in the Tax and Levy Management Agency of Batam City with a value of t values of 21,699, (3) Work discipline has a positive and significant effect on employee job satisfaction in the Regional Tax and Levy Management Agency (BPPRD) Batam city with the value of t values amounting to 6,480, (4) The work environment positively and significantly affects the job satisfaction of employees in the Batam Regional Tax and Levy Management Agency mediated by the work discipline with a value of T values of 190,674.

Keywords: ***Discipline, Work environment, Satisfaction*****.**

INTRODUCTION

Discipline according to Singodimedjo in Sutrisno (2010) is an attitude of willingness and willingness of a person to obey and obey the norms of the regulations that apply around him. Keith Davis (2003) stated that the discipline of work as the implementation of management to strengthen the guidelines is closely related to performance. Discipline is an effort from management that encourages employees to meet various standard rules that must be met by employees. The provisions set by the organization are certainly an emphasis on each employee. Work discipline is the awareness and willingness of individuals to obey the rules made by the company and the prevailing social rules. Through good work discipline in employees, the higher the performance will be obtained.

According to Sedarmayanti (2011), an employee can carry out his activities well, so that an optimal result is achieved when supported by appropriate working environment conditions. An environmental condition is said to be good or appropriate if people can carry out their activities optimally, healthy, safe, and comfortable. While According to Sutrisno (2010) The work environment is the overall work facilities and infrastructure around employees who are doing work that can affect the implementation of work. This work environment includes workspace, facilities and works aids, cleanliness, lighting, tranquillity, as well as working relationships between people in the place.

Job satisfaction is essentially an individual thing, everyone will have a level of satisfaction that is not the same as the value system that applies to him. This is because of each person's inequality. The more aspects of the work that suit the person's wishes, the higher the satisfaction they feel. And on the contrary, if there are fewer aspects of the job that suit people's wishes, the lower the level of satisfaction. According to Handoko (2004) job satisfaction is the emotional state of someone pleasant or unpleasant where the employees do their job. Job satisfaction describes a person's feelings for his or her work. Another definition of job satisfaction was put forward by Hoppeck in As'ad (2005) who said that job satisfaction is an assessment of the job that is to the extent that his overall job can satisfy his needs, as his theory Hasibuan (2007) mentions job satisfaction is an emotional attitude that pleases and loves his job.

RESEARCH METHOD

Research methods can be grouped into experimental, survey and naturalistic research methods (Sugiyono, 2017). In this study, researchers used a survey method that is to get data from a certain natural place (not artificial), but researchers conduct treatment in data collection, for example by circulating questionnaires, tests, structured interviews and so on. The research and samples in this study are civil servants in the Regional Tax and Levy Management Agency (BPPRD) Batam city of 70 people. This research uses Structural Equation Modeling (SEM) technique with the help of Smart PLS 3.0 M3 software.

RESULT AND DISCUSSION

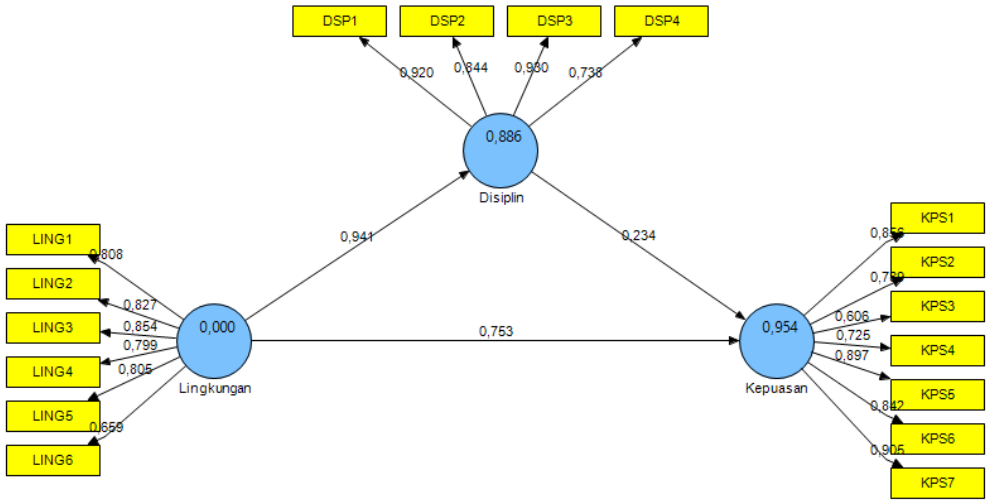

Figure 1. Output PLS Algorithm

Validity test

Validity test is conducted in two stages, namely, convergent validity test with validity test based on factor loading value and phase two through discriminant validity test with validity test based on how to compare loading value on the intended construct should be greater compared to other construct loading values.

Convergent validity

Table 1. Work Environment Variable Loading Factor Value

Variable	Indicator	Outer Loading Value	Standart Value	Description
Work Environment	LING1	0,808	>0,6	Valid
	LING2	0,827	>0,6	Valid
	LING3	0,854	>0,6	Valid
	LING4	0,799	>0,6	Valid
	LING5	0,805	>0,6	Valid
	LING6	0,659	>0,6	Valid

Source: Smart PLS 3.0 Data Processing

Table 2. Value Loading Factor Variable Discipline

Variable	Indicator	Outer Loading Value	Standart Value	Description
Discipline	MTV1	0,920	>0,6	Valid
	MTV2	0,844	>0,6	Valid
	MTV3	0,980	>0,6	Valid
	MTV4	0,738	>0,6	Valid

Source: Smart PLS 3.0 Data Processing

Table 3. Value Loading Factor Variable Satisfaction (Y)

Variable	Indicator	Outer Loading Value	Standart Value	Description
Satisfaction	KPS1	0,856	>0,6	Valid
	KPS2	0,788	>0,6	Valid
	KPS3	0,606	>0,6	Valid
	KPS4	0,725	>0,6	Valid
	KPS5	0,897	>0,6	Valid
	KPS6	0,842	>0,6	Valid
	KPS7	0,905	>0,6	Valid

Source: Smart PLS 3.0 Data Processing

Based on the table above, it can be seen that the results of the data processing using the SmartPLS 3.0 method, all loading factor values of the indicators used in this study are valid or have met the convergent validity. Of each of these indicators is worth more than 0.6 so all indicators are valid indicators to measure the construct.

Discriminant validity

The discriminant validity test is this value is a cross-loading factor value that is useful to know if the construct has an adequate discriminant value by comparing the loading value on the intended construct should be greater than the loading value with other constructions (Hussein, 2015).

Table 4. Variable Cross Loading Value

	Disiplin (X2)	Kepuasan (Y)	Lingkungan (X1)
DSP1	**0,920146**	0,887035	0,853530
DSP2	**0,844275**	0,836009	0,791113
DSP3	**0,929897**	0,866344	0,880119
DSP4	**0,738036**	0,637382	0,709536
KPS1	0,803215	**0,855919**	0,858150
KPS2	0,672237	**0,788758**	0,812587
KPS3	0,487221	**0,606310**	0,662862
KPS4	0,643239	**0,724747**	0,652046
KPS5	0,908372	**0,897489**	0,848072
KPS6	0,826462	**0,842083**	0,780360
KPS7	0,920819	**0,904700**	0,866529
LING1	0,774124	0,736004	**0,808037**
LING2	0,720452	0,740925	**0,826534**
LING3	0,920146	0,887035	**0,853530**
LING4	0,839944	0,840246	**0,798609**
LING5	0,656582	0,783645	**0,805085**
LING6	0,484361	0,608041	**0,658784**

Source: Smart PLS 3.0 Data Processing

From Table 4, it is seen that the correlation value of the construct with its indicator is greater than the correlation value with other constructs. From the results of the data processing using SmartPLS 3.0, that can be concluded all latent constructs environment (X1), Discipline (X2), and Satisfaction (Y1) shows a good discriminant validity because it can predict indicators on their blocks better than indicators on other blocks. Furthermore, the discriminant validity test is done by looking at the AVE (Average Variance Extracted) value. AVE value is good if it has a value greater than 0.50 (Gozali &Latan, 2015). The following is shown the AVE value in Table 5 below:

Table 5. Average Variance Extracted (AVE) Research Model

Variable	Standart	AVE Value
Dicipline	0,5	0,742219
Satisfaction	0,5	0,654383
Work Environment	0,5	0,630755

Source: Smart PLS 3.0 Data Processing

Table 5 shows the AVE value of the research model for all research variables has been valued above 0.5, so the AVE value for discriminant validity testing is already met for subsequent testing. Therefore, from the test results through stage 1 convergent validity and phase 2 discriminant validity has been fulfilled so that this research model has been valid.

Reliability test

A reliability test is a reliability test that aims to know how far the measuring instrument can be relied on or trusted. Reliability indicators in this study are determined from composite reliability values and Cronbach's alpha for each indicator block.

Composite Reliability

Reliability test with composite reliability that is data has a composite reliability value > 0.7 has a high-reliability value. Here are the results of data processing using SmartPLS 3.0 from composite reliability.

Table 6. Composite Reliability Value Of Research Model

Variable	Composite Reliability	Standart	Description
Dicipline	0,919520	>0,7	Reliable
Satisfaction	0,928851	>0,7	Reliable
Work Environment	0,910607	>0,7	Reliable

Source: Smart PLS 3.0 Data Processing

Based on Table 6, it is the composite reliability value of the research model that shows that each variable has a composite reliability value above 0.7 with the lowest value of 0.910607 of the Working Environment variable (X1) and the highest value of 0.928851 of the Job Satisfaction variable (Y). from the results of the data processing, that the research model has met the value of composite reliability and high-reliability test or reliable.

Cronbach's Alpha

The next stage of testing for reliability is testing with Cronbach's alpha value. This reliability test is reinforced by Cronbach's alpha and the expected value is > 0.6 for all constructs (Hussein, 2015). Here are the results of the data processing for Cronbach's alpha value in the table below.

Table 7. Value Cronbach's Alpha Research Model

Variable	Composite Reliability	Standart	Description
Dicipline	0,881323	>0,6	Reliable
Satisfaction	0,908747	>0,6	Reliable

Work Environment	0,882510	>0,6	Reliable

Source: Smart PLS 2.0 Data Processing

Based on the calculation of the data in Table 7, Cronbach's alpha value from the research model shows that each variable has a > value of 0.6 with the lowest value in the Discipline variable (X2) of 0.881 and the highest value in the Satisfaction variable (X1) of 0.908. From these results, this research model has fulfilled the value of Cronbach's alpha. The two stages of reliability testing with composite reliability and Cronbach's alpha shows that this research model has met the reliability criteria and is a reliable and reliable measuring instrument.

Hypothesis test

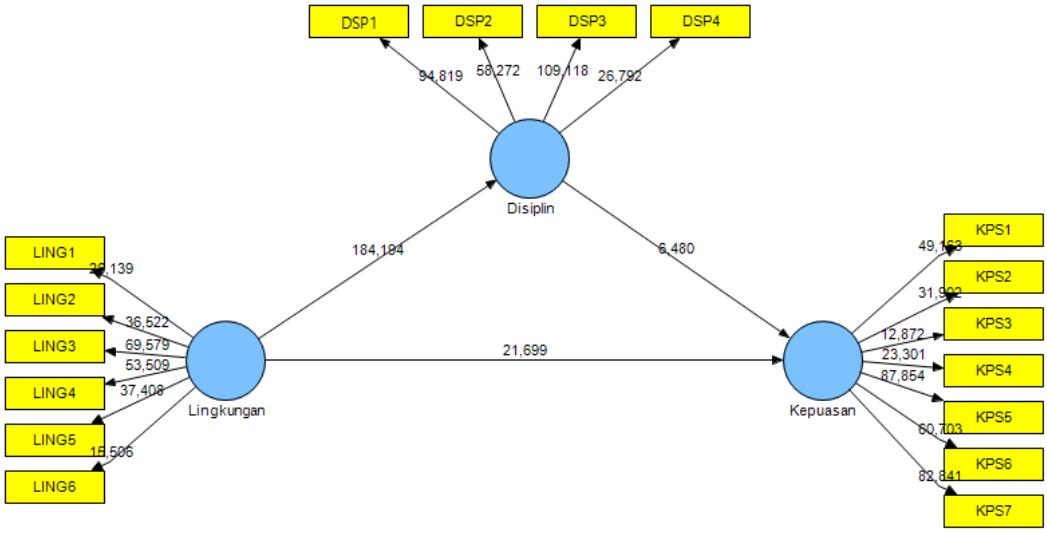

Figure 2. Bootstraping output results

Table 8. Conclusion of Research Results

Hypo thesis	Variables		Direct Effect	Indirect Effect	Total Effect	t - Values (>1.96)	Notes
	Exogenous	Endogenous					
1	Work environment	Dicipline	0,941	-	0,941	184,194	Signifikan
2	Work environment	Satisfaction	0,753	-	0,753	21,699	Signifikan
3	Dicipline	Satisfaction	0,234	-	0,234	6,480	Signifikan
4	Work environment —› Dicipline	Satisfaction	0,941	0,234	1,175	190,674	Signifikan

Based on the results of the hypothesis test in this study is: the first hypothesis, the work environment has a positive and significant effect on the work discipline in the Agency for Tax Management and Levy Batam City, seen from the value of t values 184,194 far above the standard set at 1.96. as for the value of direct relationships between variables of 0.941. Related to this, the work environment and work discipline factors in the Batam Regional Tax and Levy Management Agency have been functioning properly. The second hypothesis, the work environment has a positive and significant effect on employee job satisfaction in the Batam City Tax and Levy Management Agency with values of 21,699 and a direct relationship value between variables of 0.753. This shows that the work environment plays a big role in the job satisfaction of employees in the office of the Regional Tax and Levy Management Agency (BPPRD) Batam city.

The third hypothesis, Work discipline has a positive and significant effect on employee job satisfaction in the Regional Tax and Levy Management Agency (BPPRD) Batam city with a value of t values of 6,480. In this case, it can be explained that the discipline of work is a very strong influence in improving employee job satisfaction in the Agency for Tax Management and Levy Batam City. The fourth hypothesis, The work environment has a positive and significant effect on the job satisfaction of employees in the Batam Regional Tax and Levy Management Agency mediated by the work discipline with a value of T values of 190,674. Work discipline provides a very strong role in improving the relationship between the work environment and employee job satisfaction in the Tax and Levy Management Agency of Batam City.

CONCLUSION

The results of the hypothesis test in this study are: the first hypothesis, the work environment has a positive and significant effect on the work discipline in the Batam City Tax and Levy Management Agency, seen from the value of t values 184,194. The second hypothesis, The work environment has a positive and significant effect on the job satisfaction of employees in the Tax and Levy Management Agency of Batam City with a value of t values of 21,699. The third hypothesis, Work discipline has a positive and significant effect on employee job satisfaction in the Regional Tax and Levy Management Agency (BPPRD) Batam city with a value of t values of 6,480. The fourth hypothesis, The work environment has a positive and significant effect on the job satisfaction of employees in the Batam Regional Tax and Levy Management Agency mediated by the work discipline with a value of T values of 190,674.

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