THE EFFECT OF ORGANIZATIONAL CULTURE AND WORK DISCIPLINE ON JOB SATISFACTION OF BIMA CITY SOCIAL SERVICE EMPLOYEES

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ABSTRACT

This study aims to explain the influence between organizational culture and work discipline variables on employee job satisfaction simultaneously and partially. This type of research is associative research with a quantitative approach. The population in this study were 56 employees and the research sample used was using the slovin formula, namely 36 employees at the Bima City Social Service. The analysis used is multiple linear regression. The results of the study simultaneously show that organizational culture and work discipline have a significant effect on employee job satisfaction. sig value. F obtained is 0.000. The results of the study partially show that organizational culture has a significant effect on employee job satisfaction with a sig. t is 2,626. The results of the study partially show that organizational culture and work discipline have a significant effect on employee job satisfaction with a sig.t value of 4.825.

Keywords: *Organizational culture, Work Discipline and job Satisfaction.*

INTRODUCTION

Every organization always strives to achieve its goals. One of the organizational resources that has an important role in achieving its goals is human resources. This is because human resources have a role as the subject of implementing activities and operational policies of a government agency, agency or the like. In addition, in order to increase organizational satisfaction apart from the HR factor, a good organizational culture is needed. Organizational culture is a value system that is believed and can be learned, applied and developed continuously. Comprehensively, organizational culture is defined as a pattern of shared basic assumptions learned by groups in an organization as a means of solving problems against adjustment of external factors and integration of internal factors, and has been proven valid, and therefore taught to new members of the organization as the right way. to perceive, think and feel in relation to the problems at hand. Organizational culture refers to a system of shared meanings carried out by members of an organization that distinguishes the organization from other organizations (Robbins and Judge, 2015). Organizational culture is a value that is understood together so that it becomes a reference for every member of the organization in acting and interacting within the organization. A conducive organizational culture will encourage employees to show optimal satisfaction. A strong organizational culture will affect the behavior of members of the organization as a whole. According to Hasibuan, (2009), work discipline can be defined as an attitude of respect, respect, obedience and obedience to the applicable regulations, both written and unwritten and able to carry out them and not shirk to

accept the sanctions if he violates his duties and authority. given to him. In the organization, there are still many employees who are late, ignore safety procedures, do not follow predetermined instructions or get into trouble with coworkers. Disciplinary action provides a penalty for employees who fail to meet standards and discipline is also a form of training that enforces organizational rules. Discipline is very important for organizational growth, used primarily to motivate employees to be self-disciplined in carrying out work both individually and in groups. Besides that, discipline is useful in educating employees to comply with and enjoy existing regulations, procedures, and policies, so as to produce good satisfaction. Discipline is the most important operative function of Human Resource Management, because the better the employee discipline, the higher the work performance that can be achieved. Without good employee discipline, it is difficult for organizations to achieve optimal results. Sometimes employees' ignorance about existing regulations, procedures, and policies is the most common cause of disciplinary action.

According to Wulantika, (2017) Job satisfaction in general relates to a person's. attitude about his work. Because it involves attitudes, the notion of job satisfaction includes various things such as the conditions and tendencies of a person's behavior. Satisfaction is not visible and tangible, but can be realized in a work result. One of the most important issues is encouraging employees to be more productive. Robbins, (2015) defines job satisfaction as job satisfaction is a person's general attitude towards his work, the difference between the amount of income an employee receives and the amount they receive, which is what they should receive. In principle, every company always expects its employees to work optimally in order to increase profits and help accelerate the achievement of other organizational goals.

Work culture is a group of basic thoughts or mental programs that can be used to improve work efficiency and human cooperation owned by a group of people Ndraha (in Muamar, 2017) then According to Robbins in Sudarmanto, (2014), organizational culture in the company must include several characteristics , namely: innovation and risk taking attention to detail, results orientation, people orientation, team orientation aggressiveness and stability. According to Rahayu and Santi, (2016), "Organizational culture is a system of shared meanings that can be seen or felt, which are shared by organizational members that determine how they act. Organizational culture describes how organizational members are cumulative.

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Organizational Culture Indicator

According to Robbins in Sudarmanto (2014), research shows that there are seven main characteristics that overall indicate the nature of an organization's culture, namely:

1. Innovation and Courage to Take Risks, namely the extent to which employees are encouraged to be innovative and dare to take risks.
2. Attention to detail, namely the extent to which employees carry out precision, analysis, and attention to detail.
3. Results Orientation, namely the extent to which management focuses more on results than on the techniques and processes used to achieve those results.
4. People Orientation, namely the extent to which management decisions in considering the effects of employee outcomes in the organization.

5. Team orientation, namely the extent to which the activities of employees in the organization are on teams rather than on individuals.
6. Aggressiveness, which is the extent to which people are innovative, aggressive and competitive rather than relaxed. Stability, the extent to which the organization's activities by emphasizing, maintaining the status quo in comparison with the company's growth.

Work Discipline

According to Hasibuan, (2009), "Discipline is a person's awareness and willingness to obey the existing regulations in the organization and the prevailing social norms". Based on this opinion, it can be concluded that work discipline is the willingness of employees to obey the rules and norms that apply within the company, both written and unwritten rules. According Sastrohadiwiryo, (2002) in Wulantika (2015), Discipline Work is an attitude of respect, appreciate submissive and obedient to the regulations - regulations as well written or not able to do it and what abuse duties and authority given to him. Work discipline is a form of self-control and is also carried out regularly as an indicator of the seriousness of the employee's work.

Work Discipline Indicators

According to Rivai, (2013) explains that work discipline has several indicators such as:
1. Attendance
   This is a fundamental indicator to measure discipline and usually employees who have low work discipline are accustomed to being late for work.
2. Obedience to work regulations
   Employees who obey work regulations will not neglect work procedures and will always follow the work guidelines set by the company.
3. Obedience to work standards
   This can be seen through the magnitude of the employee's responsibility for the tasks assigned to him.
4. High level of alertness
   Employees who have high vigilance will always be careful, calculating and thorough in their work, and always use things effectively and efficiently.
5. Work ethically
   Some employees may behave disrespectfully to customers or engage in inappropriate behavior. This is a form of disciplinary action, so work ethically as a form of employee work discipline.

Job satisfaction

Handoko in Sutrisno, (2017) states that job satisfaction is an emotional state that is pleasant or unpleasant for employees to view their work. In Yudi's research (in Jaenab, 2021) Job satisfaction. Job satisfaction reflects a person's feelings towards his job. This can be seen in the positive attitude of employees towards work and everything they face in their job satisfaction. Employees who do not get job satisfaction will never achieve psychological satisfaction and eventually negative attitudes or behavior will arise and in turn will lead to frustration, otherwise satisfied employees will be able to work well, enthusiastically, active, and can perform better than employees. employees who do not get job satisfaction.

Job Satisfaction Indicators Job

satisfaction can be measured through several indicators. Smith et al. in Meithiana & Indrasari, (2017) states that there are 5 (five) indicators of job satisfaction, which are as follows:

1. Satisfaction with the work itself Jobs provide opportunities for employees to learn according to their interests and opportunities to be responsible. In the two-factor theory, it is explained that work is a factor that will move a strong level of work motivation so that it can produce good work performance.
2. Satisfaction with salary Employee job satisfaction will be formed if the amount of money received by employees is in accordance with the workload and in balance with other employees.
3. Promotion opportunities Promotion is a form of appreciation received employees in the organization. Employee job satisfaction will be high if the employee is promoted on the basis of the work performance achieved by the employee.
4. Satisfaction with supervision This is shown by superiors in the form of paying attention to how well the work is done by employees, advising and assisting employees and good communication in supervision. Employee job satisfaction will be high if the supervision carried out by the supervisor is motivating the employee.
5. Satisfaction with co-workers If in the organization there is a harmonious, friendly, and mutually helpful relationship between employees, it will create a conducive working group atmosphere, so that it will create employee job satisfaction.

METHODS

Associative research is a type of study to determine the relationship between two or more variables and a causal relationship. This study uses an associative type of research that is used to examine the relationship or influence between the independent variables, namely Organizational Culture and work discipline on the dependent variable, namely job satisfaction. The population in this study were all 56 employees at the Bima City Social Service office The sample is used to facilitate research, because in the study it is impossible for the entire population to be studied due to time constraints, limited costs and limited manpower available. Determine the number of samples to be taken in this study by using
theformula *slovin* according to Sugiyono (2014) with the formula:
Based on theformula *slovin* , the sample size can be measured as follows:

$$n = \frac{N}{N.d^2 + 1}$$

Based on the determination of the sample using the Slovin technique formula, the sample size (n) was obtained as many as 36 respondents.

$$n = \frac{56}{1 + (56 \times 0.1^2)} = 35.897 = 36$$

Theresearch instrument uses a questionnaire/questionnaire which contains a series of statements given to respondents in order to obtain the required data using a Likert scale. The data analysis method used validity test, reliability test, multiple linear regression analysis, classical assumption test which included normality test, multicollinearity test, and heteroscedasticity test. By testing the hypothesis using a partial significance test (t test), and the F test and the coefficient of determination (R^2).

RESULT AND DISCUSSION

Table 1. Validity Test

r. Calculate		r. Calculate		r. Calculate		R Table	Note.
Variable X1		Variable X2		Variable Y			
(X1.1)	0.406	(X2.1)	0.435	(Y1.1)	0.359	0,300	Valid
(X1.2)	0.343	(X2.2)	0.641	(Y1.2)	0.463	0,300	Valid
(X1.3)	0.477	(X2.3)	0.499	(Y1.3)	0.612	0,300	Valid
(X1.4)	0.620	(X2.4)	0.510	(Y1.4)	0.478	0,300	Valid
(X1.5)	0.610	(X2.5)	0.401	(Y1.5)	0.598	0,300	Valid
(X1.6)	0.455	(X2.6)	0.538	(Y1.6)	0.622	0,300	Valid
(X1.7)	0.556	(X2.7)	0.569	(Y1.7)	0.716	0,300	Valid
(X1.8)	0.369	(X2.8)	0.417	(Y1.8)	0.757	0,300	Valid
(X1.9)	0.657	(X2.9)	0.348	(Y1.9)	0.661	0,300	Valid
(X1.10)	0.428	(X2.10)	0.503	(Y1.10)	0.480	0,300	Valid
(X1.11)	0.592	(X2.11)	0.461	(Y1.11)	0.459	0,300	Valid
(X1.12)	0.438	(X2.12)	0.620	(Y1.12)	0.419	0,300	Valid
(X1.13)	0.472	(X2.13)	0.600	(Y1.13)	0.459	0,300	Valid
(X1.14)	0.354	(X2.14)	0.610	(Y1.14)	0.514	0,300	Valid
(X1.15)	0.472	(X2.15)	0.436	(Y1.15)	0.689	0,300	Valid
(X1.16)	0.501					0,300	Valid
(X1.17)	0.664					0,300	Valid
(X1.18)	0.506					0,300	Valid
(X1.19)	0.671					0,300	Valid
(X1.20)	0.590					0,300	Valid

Source: SPSS Processed Data, (2021)

Can be seen that all the correlation coefficients of the research variable indicators that have been tested have a value greater than 0.30 (r > 0.30 and Sig < 0.05. This can indicate that all the indicators in this study can be declared valid.

Table 2. Reliability Test

Variable	Cronbach's Alpha	Standards	Description
Organizational	Culture .859	> 0.6	Reliable
Work Discipline	.783	> 0.6	Reliable
Job Satisfaction	.830	> 0.6	Reliable

Source: SPSS Processed Data, (2021)

Based on the summary of the results of the research instrument reliability test, it is known that all Cronbach's Alpha values> 0.6. Thus the statement items on the variables of location, price, product diversity and purchasing decisions are declared reliable

Table 3. Normality Test

One-Sample Kolmogorov-Smirnov Test		Standardized Residual
N		36
Normal Parameters[a,b]	Mean	.0000000
	Std. Deviation	4.20703939
Most Extreme Differences	Absolute	.108
	Positive	.082
	Negative	-.108
Kolmogorov-Smirnov Z		.645
Asymp. Sig. (2-tailed)		.800

Source: SPSS Processed Data, (2021)

Based on the results of the normality test using the Kolmogrorov-Smirniv method, significant results were obtained from the normality test of 0.800 where the results were greater than the 0.05 significance level so that it can be concluded that the normality test in This study is normally distributed.

Multicollinearity test

Table 4. Multicollinearity test

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	-14.089	15.133		-.931	.359		
	amount_X1	.240	.092	.331	2.626	.013	1.000	1.000
	amount_X2	.860	.178	.608	4.825	.000	1.000	1.000

Source: Data Olah SPSS, (2021)

From the calculation in the table of test results multikoleniaeritas independent variables showed that VIF = 1 is equal to , where the value is less than 10 so it can be concluded that it is free from multicollinearity.

Heteroscedasticity Test
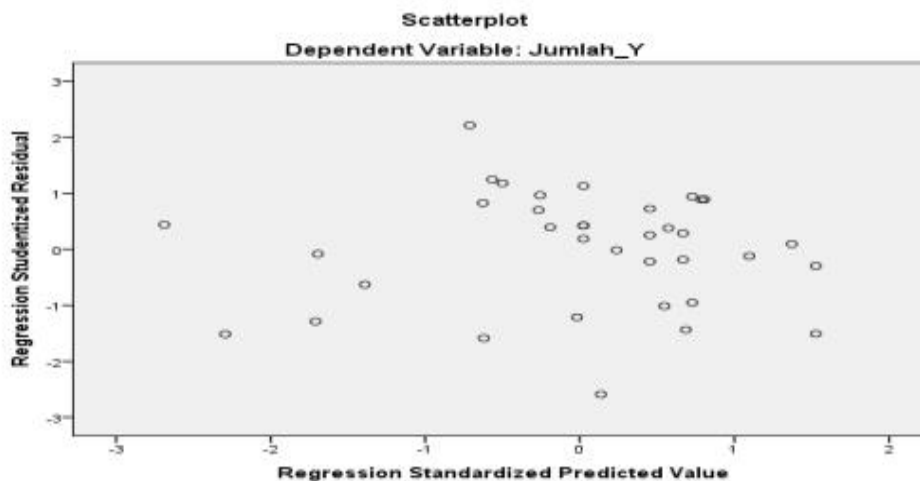
Source: SPSS Processed Data, (2021)

From the scatterplot image above, it can be seen that the distribution points above and below or around the number 0, besides that it also does not collect only above and below, and the spread of points does not form a certain pattern, so it can be concluded that There were no symptoms of heteroscedasticity in this study.

Auto Correlation Test

Table 5. Auto Correlation Test for

Model Summary[b]					
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.690[a]	.476	.444	4.333	1.344

Source: SPSS Processed Data, (2021)

Based on the results of the auto correlation test table, it was found that the DW value of 1.344 was compared to the table value of 5% (0.05) with 36 samples and 4 independent variables (K = 4) 4.36 so that the dU value results from the table r = 1.5872, the DW value is greater than the dU limit and less than so (4-dU) = 4 - 1.5872 = 15,868 so it can be concluded that there is no auto correlation.

Multiple Linear Regression Test

Table 6. Multiple Linear Regression Test

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	-14.089	15.133		-.931	.359
	amount _X1	.240	.092	.331	2.626	.013
	amount _X2	.860	.178	.608	4.825	.000

Source: SPSS Processed Data, (2021)

Data analysis in this study used multiple linear regression analysis assisted by the SPSS statistical program. Multiple regression calculations between independent variables such as; Organizational Culture (X1) Work Discipline (X2), and Employee Job Satisfaction Y as the dependent variable, the results are as follows:

The regression results above are multiple regression equations, namely:

$Y = 14,089 + 0,240X_1 + 0,860X_2 + e$.

It can be seen that the beta value of each variable shows a positive value, this means that the higher the organizational culture variable can affect employee job satisfaction, while the positive work discipline value means it will increase employee job satisfaction

Partial Test t

Table 7. Partial Test

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	-14.089	15.133		-.931	.359
	amount _X1	.240	.092	.331	2.626	.013
	amount _X2	.860	.178	.608	4.825	.000

Sumber : Data Olah SPSS, (2021)

From the table above, the t-count for X1 is 2.626 and 4.825 for the X2 variable to determine the T-table can be seen in the t-table statistics using a = 5%:2=0.025/25% (2-sided test) with df nk-1 = or 36-2-1 = 33, then the obtained t table is 1.69236 with an error rate of 5% Organizational Culture Variable value tcount 2.626 > ttable 1.69236 and a significance value of 0.013 > 0.05, which means that Ho is accepted and Ha is rejected , where the hypothesis Ha which states the variable Organizational Culture has a positive and significant effect on employee job satisfaction. The work discipline variable has a tcount value of 4.825 > ttable 1.69236 and a significant value of 0.00 <0.05, which means that so HO is accepted and Ha is rejected where hypothesis Ha which states that the work discipline variable has a positive and significant effect on employee job satisfaction. Hypothesis test results (H2) it is known that work discipline has a significant effect on employee job satisfaction through the results of calculations that have been carried out the tcount value is 4.825 > ttebel 1.69236 and significant value 0.00> 0.05, which means that Ho is accepted and Ha is rejected where the hypothesis Ha which states that the work discipline variable has a positive and significant effect on employee job satisfaction.

Organizational Culture (X1)
This analysis examines whether Organizational Culture (X1) has an effect on Employee Job Satisfaction (Y) at the Bima City Social Service. From the results in the table above, it can be seen that Organizational Culture (X1) t count = 2.626 > t table = 1.69236 with a significant level of 0.359 > 0.05. So it can be concluded that Organizational Culture (X1) has a positive effect on employee job satisfaction (Y) at the Bima City Social Service.

Work Discipline (X2)
This analysis examines whether Work Discipline (X2) has an effect on Employee Job Satisfaction (Y) at the Bima City Social Service. From the results in the table above, it can be seen that the work discipline (X2) t count = 4.825 > t table = 1.69236 with a significant level of 0.13 > 0.05. So it can be concluded that Work Discipline (X2) has a positive effect on Employee Job Satisfaction (Y) at the Bima City Social Service.

Simultaneous F Test Simultaneous
Hypothesis Testing (F Test) The F test is used to determine the influence of the independent variables, namely social (X1), personal (X2), and psychological on the variable of Employee Job Satisfaction (Y). With a significant level of 0.05 (5%), the results of the simultaneous test (f test) are as follows:

Table 8. Simultaneous Test

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	562.084	2	281.042	14.971	.000[b]
	Residual	619.471	33	18.772		
	Total	1181.556	35			

ANOVA[a]

Source: SPSS Data, (2021)

ProcessedThe results of the previous F test using a significance level of 0.05 then the above output obtained a calculated F of 14,971 and using a 95% confidence level, a = 5%, df 2 = 2, df 2 = 33, df 3 = 35. The results obtained for the F table of 3.529, the calculated F value > F table (14,971 > 3.529). The conclusion, that, Organizational Culture and Work Discipline jointly affect Employee Job Satisfaction.

Correlation Coefficient

Table 9. Correlation Coefficient

Model Summary[b]

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.690[a]	.476	.444	4.333	1.344

The coefficient of determination is used to determine the effect of all independent variables (X) on the dependent variable (Y), the result of the coefficient of determination or R square is the Adjusted R Square value (Adj R2) is 0.444. This means that the magnitude of the role or contribution jointly or simultaneously from the variables X1 or Organizational Culture, X2 or Work Discipline, is 0.444 or 44.4%. While the rest (100% - 44.4% = 55.6%) which is 55.6% is explained by other variables or other causes outside the model.

DISCUSSION
The Effect of Organizational Culture on Employee Job Satisfaction
The statistical results of the t-test for the variable obtained a t-count value of 2.626 with a t-table value of 1.69236 (2.626 > 1.69236) with a significance value of 0.359 greater than 0.05 (0.359 > 0.05) then the hypothesis (H1) which states that organizational culture significantly influence employee satisfaction**"Accepted"** the results are consistent with research Isvandiari, February., 2017, which states that the organizational culture significantly influence employee satisfaction.
The Influence of Work Discipline on Employee Job Satisfaction
Statistical results of the t-test for the variable obtained a t-count value of 4.825 with a t-table value of 1.69236 (4.825 > 1.69236) with a significance value of 0.13 greater than 0.05 (0.13 > 0 05) the hypothesis (H2) which states that the work discipline significant effect on employee satisfaction**"Accepted"** the results are consistent with research Isvandiari, February 2017, stating that the work discipline significant effect on employee satisfaction.

The Effect of Organizational Culture and Work Discipline on Employee Job Satisfaction
Results of hypothesis testing (H3) show that organizational culture and work discipline have a significant effect on employee job satisfaction because it has an Fcount of 14,971 which is

greater than Ftable 3,529. Thus the hypothesis (H3) which states that organizational culture and work discipline has a significant effect on job satisfaction **"Accepted"** this study is in line with the results of Isviandiari's research, February, 2017. Which states that organizational culture and work discipline together have a significant effect on job satisfaction. employee work.

CONCLUSION
1. There is a positive and significant influence between (X1) Organizational Culture on Employee Job Satisfaction (Y) at the Bima City Social Service
2. There is a positive and significant influence between (X2) Work Discipline on Employee Job Satisfaction (Y) at the Bima City Social Service
3. Simultaneously there are significant positive and significant correlation between organizational culture and discipline Work towards satisfaction Employee Work Social Service Bima

Suggestion

Which can be given by researchers to the Social Office Related in order to improve further the discipline of Work and stay in commitment and consistent in performing their duties and responsibilities answer For further researchers are expected to be able to develop other variables in the same object because there are many other variables in this study.

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