THE INFLUENCE OF JOB SATISFACTION AND WORK DISCIPLINE ON THE WORK PRODUCTIVITY OF PT EMPLOYEES. PP. LONDON SUMATRA INDONESIA TBK. KENCANA SARI PALM OIL MILL LAHAT.

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Abstract: This study aims to examine the effect of job satisfaction and work discipline on employee work productivity at PT. PP. London Sumatra Indonesia Tbk. Kencana Sari Palm Oil Mill Lahat. This study uses an associative research method, with a population of 102 permanent employees at PT. PP. London Sumatra Indonesia Tbk. Kencana Sari Lahat. Using a non-probability sampling method with accidental sampling, a sample of 81 respondents was obtained. Data collection methods include questionnaires and documentation. The data analysis technique used is multiple linear regression analysis with the F test, t test, and coefficient of determination at a significance level of 5%. The results of the study indicate that both job satisfaction and work discipline significantly and positively affect employee work productivity. The regression equation obtained is $Y = 2.556 + 0.346X1 + 0.469X2$, where X1 represents job satisfaction and X2 represents work discipline. These findings suggest that increasing job satisfaction and implementing work discipline can increase employee work productivity.
Keywords: Work Discipline, Job Satisfaction, Work Productivity

INTRODUCTION

According to Sutrisno (2020:7), human resource management is a planning, organizing, directing, and supervising of procurement, development, compensation, integration, maintenance, and termination of employment with the aim of achieving the goals of the company's organization in an integrated manner. Work productivity is very important in a company. In a company, every employee is required to carry out productive activities. If employees are productive, it will have a good impact on the company, at least it will increase sales figures. However, not every employee can be productive continuously. Productivity sometimes decreases so that stimulus is needed to increase employee productivity. According to Busro (2018:346), the factors that influence productivity are as follows: work motivation between employees, education, work discipline, skills, work ethic attitude, ability to work together, nutrition and health, income level, work environment and climate, use of sophisticated technology, sufficient production variables, social security, management and leadership, opportunities for achievement.

PT. PP. London Sumatra Indonesia Tbk. Kencana Sari Palm Oil Mill Lahat abbreviated as (LONSUM), a trading and plantation company based in London, England, started its first plantation in Indonesia located near the city of Medan, North Sumatra. LONSUM's main activities include plant restoration, planting, harvesting, processing and selling palm oil products, oil palm seeds, cocoa and tea. Currently, PT. PP. London Sumatra Indonesia Tbk. Kencana Sari Palm Oil Mill Lahat is experiencing several problems.

Based on pre-research at PT. PP. London Sumatra Indonesia Tbk. Kencana Sari Palm Oil Mill Lahat, which was carried out by researchers, there was a problem where the results of achieving the target decreased. The low achievement can occur due to several things such as the low level of employee work productivity so that satisfaction decreases and work discipline

is low. To find out the work productivity of employees of PT. PP. London Sumatra Indonesia Tbk. Kencana Sari Palm Oil Mill Lahat can be seen that there has been a decrease in the achievement of its productivity targets every year. The level of production productivity in 2019-2023 can be seen in table 1 below.:

Table 1.
Achievement of Palm Fruit Harvest
PT. PP. London Sumatra Indonesia Tbk. Kencana Sari Palm Oil Mill Lahat 2019-2023

Period	Employee	Target (Ton)	Sales Volume (Ton)	Employee Productivity	(%)
2019	106	109.701.000	89.113.000	840.878	81,23
2020	104	99.340.000	61.833.000	594.549	62,24
2021	104	74.961.000	52.438.000	504.211	69,95
2022	106	74.501.000	73.833.000	696.538	99,10
2023	102	66.174.000	58.677.000	575.264	88,67

Source: PT. PP. London Sumatra Indonesia Tbk. Kencana Sari Palm Oil Mill Lahat, 2023

From Table I.1 it can be seen that PT. PP. London Sumatra Indonesia Tbk. Kencana Sari Palm Oil Mill Lahat from 2019 to 2023 experienced unstable production realization when compared to the target set by the company for the last 5 years. It can be explained that in 2019 it reached a percentage of 81.23% because Lonsum was facing a decline in palm oil product prices which had an impact on the company's performance. In 2020 there was a decline of 62.24% and in 2021 it was 69.95%. This decline was due to the Covid-19 pandemic which had spread in Indonesia since early 2020 so that several project tenders that the company had participated in had to be postponed by the project owner as a result of changes in budget allocation. The decline in 2022 increased from the previous year, namely 99.10% because the main conditions were driven by the impact of weather that did not support oil palm rejuvenation activities. In 2023, there was another decline of 88.69% due to a decline in sales along with the decline in the average selling price of palm oil products, both CPO and palm kernel (PK). The phenomenon of poor employee work productivity is due to the lack of employee ability to complete their work, so that the production target set by the company is not achieved. This can be seen from the achievement of targets that have not been achieved and several factors such as decreased job satisfaction with employees due to the lack of opportunities for employees to express their opinions, employees who have not adapted to the work environment and coworkers, and employee absenteeism resulting in low employee discipline so that employee work productivity also decreases. A deeper phenomenon at PT. PP. London Sumatra Indonesia Tbk. Kencana Sari Palm Oil Mill Lahat researchers conducted pre-research on 30 respondents, namely as follows.

Table 2.
Pre-Research Results Data on Employee Work Productivity
PT. PP. London Sumatra Indonesia Tbk. Kencana Sari Palm Oil Mill Lahat

No	Statement	Yes	No
1	Employees are given tasks and responsibilities by the company according to their abilities	13	17
2	The work that employees produce is in accordance with the targets set by the Company	12	18
3	Employees are always enthusiastic in carrying out their work	14	16
4	Employees try to develop themselves at work	16	14
5	Employees always improve the quality of work	18	12
6	Employees always complete work with efficiency	15	15

Source: Author's data processing based on theory, 2023

Based on Table 2. pre-research of PT. PP. London Sumatra Indonesia Tbk. Kencana Sari Palm Oil Mill Lahat, researchers found problems regarding employee work productivity as follows:

Employees are given tasks and responsibilities by the company according to their abilities. This is related to the ability indicator in the work productivity variable, namely employees are given tasks and responsibilities by the company that are not in accordance with their abilities, which makes employees feel tired, resulting in decreased productivity. This is indicated in the distribution work of sending palm oil production results from the factory to the head office. Employees appear to be less careful, resulting in late delivery of oil and causing the company to suffer losses.

The work produced by employees is in accordance with the targets set by the company. This is related to the indicator of increasing the results achieved in the work productivity variable, namely employees have not been able to produce the targets given by the company because the palm fruit produced is small, resulting in the targets set not being in accordance with the expected results. This condition can be seen in table 1. targets and realization of palm fruit.

Employees are always enthusiastic in carrying out their work. This is related to the work enthusiasm indicator in the work productivity variable where employees are not enthusiastic in carrying out their work, resulting in work being delayed

Table 3.
Pre-Research Data on Job Satisfaction
PT. PP. London Sumatra Indonesia Tbk. Kencana Sari Palm Oil Mill Lahat

No	Statement	Yes	No
1	Employee work already has good work results	14	16
2	Superiors have provided good supervision to employees	14	16
3	Superiors provide clear direction in achieving targets	15	15
4	Coworkers are responsible for their work	12	18

Source: Author's data processing based on theory, 2023

Based on Table 3. pre-research results, low job satisfaction of employees of PT. PP. London Sumatra Indonesia Tbk. Kencana Sari Palm Oil Mill Lahat researchers found problems regarding job satisfaction. The problems can be seen in points 1, 2 and 4, employees gave answers that disagreed with the statement:

The employee's work already has good work results. This is related to the job indicator in the job satisfaction variable, namely that employees do not have good work results where employees get work that is not appropriate to their abilities. For example, in the compost section, employees cannot complete work according to the predetermined shift. This can cause physical and mental fatigue effects on employees such as dizziness, aches, and others.

The superior has provided good supervision to employees. This is related to the supervision indicator in the job satisfaction variable, namely that the superior has not provided good supervision to employees due to the lack of communication between employees and superiors which results in employees being dissatisfied with the company. This is indicated in the maintenance work of heavy equipment such as cranes, where there is a lack of knowledge in terms of technical maintenance and the use of the right and optimal number of production facilities, which can result in accidents for employees.

Co-workers are responsible for their work. This is related to the co-worker indicator on the job satisfaction variable, namely that co-workers are not responsible for their work, which causes discomfort, so that employees feel disturbed in completing their work.

Table 4.
Pre-Research Data on Job Discipline
PT. PP. London Sumatra Indonesia Tbk. Kencana Sari *Palm Oil Mill* Lahat

No	Statement	Yes	No
1	Employees always arrive on time to carry out their work	12	18
2	Employees always follow the applicable rules set by the Company	14	16
3	Employees use their time as best as possible so that work is completed on time	16	14
4	Employees carry out tasks responsibly and according to the specified time.	12	18

Source: Author's data processing based on theory, 2023

Based on Table 4. the results of the pre-research of PT. PP. London Sumatra Indonesia Tbk. Kencana Sari Palm Oil Mill Lahat, the researcher found problems regarding work discipline. The problems can be seen in points 1, 2 and 4, employees gave answers that disagreed with the statement:

Employees are always present on time in carrying out their work. This is related to the indicator of discipline towards time, namely employees are not present on time in carrying out their work, which can be seen from being late for work, violating the provisions of working hours and not using working time properly, resulting in employee work being hampered and running slowly.

Employees always follow the rules that apply and have been set by the Company. This is related to the indicator of discipline towards the rules, namely employees do not follow the rules that apply and have been set by the company because employees are not satisfied with their work, resulting in employees not complying with the rules that have been set.

Employees in carrying out tasks with responsibility and in accordance with the specified time. This is related to the indicator of discipline towards responsibility in the work discipline variable, namely employees have not been able to carry out tasks with responsibility and in accordance with the specified time because employees do not have the ability to complete tasks according to targets which results in employees being irresponsible with their work. This condition is characterized by crew engine repair work, which was not completed in a timely manner.

LITERATURE REVIEW
Work Productivity

According to Sutrisno (2020: 100), work productivity is a mental attitude that always looks for improvements to what already exists.

According to Mahawati, et al in Darmasari (2022), work productivity is the ability of a person or group to produce an output in the form of goods or services which qualitatively or quantitatively increases over time.

According to Busro (2018: 346), factors that influence productivity are work motivation between employees, education, work discipline, skills, work ethic, cooperative abilities, nutrition and health, income level, work environment and climate, use of advanced technology. , sufficient production variables, social security, management and leadership.

Job Satisfaction

According to Afandi (2018:73), job satisfaction is an effectiveness and emotional response to various work factors, and employee feelings about whether or not a job is enjoyable.

According to Wibowo (2019:415), job satisfaction is a general attitude towards one's work as the difference between the amount of rewards received by workers and the amount of rewards they believe they should receive.

Work Discipline

According to Hasibuan (2019:193), work discipline is a person's awareness and willingness to obey all company regulations and applicable social norms.

According to Singodimedjo in Sutrisno's book (2020:86), work discipline is a person's willingness and willingness to obey and comply with the norms of regulations that apply around them. Good employee discipline will accelerate the company's goals, while low discipline will be an obstacle to the company's achievement.

METHOD

The type of research used in this study is associative research. The population in this study were permanent employees at PT. PP. London Sumatra Indonesia Tbk. Kencana Sari Lahat, totaling 102 employees. The sampling technique used non-probability sampling using the accidental sampling method. Based on the data calculation, 81 samples were obtained.

The data collection method used in this study was by using questionnaires and documentation. The data analysis used in this study is multiple linear regression analysis, F test, t test and coefficient of determination with a significance level of 5%.

Table 5.
Multiple Liner Regression Results

Model	Unstandardized Coefficients		Standardized Coefficients		
	B	Std. Error	Beta	t	Sig.
(Constant)	2.556	1.859		1.375	.173
job satisfaction (X1)	.346	.109	.302	3.182	.002
Work Discipline (X2)	.469	.095	.471	4.953	.000

Source : Based onSPSS Calculations Version 22, 2024

Based on Table 5. the regression equation is obtained as follows:

Y = 2.556 + 0.346X1 + 0.469X2

The regression coefficient for the constant (α) is 1.099. This means that if job satisfaction and work discipline are 0, then employee work productivity is 2.556.

b1 = Positive job satisfaction regression coefficient of 0.346. This means that if job satisfaction increases, it will be followed by an increase in employee work productivity. If satisfaction decreases, it will be followed by a decrease in employee work productivity.

b2 = Positive work discipline regression coefficient of 0.469. This means that if work discipline increases, it will be followed by an increase in employee work productivity. If

work discipline decreases, it will be followed by a decrease in employee work productivity.

F test

Table 6.
F test Result (Simultaneous Test)

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	777.507	2	388.754	31.113	.000^b
	Residual	974.592	78	12.495		
	Total	1752.099	80			

a. Dependent Variable: Produktivitas (Y)

b. Predictors: (Constant), Disiplin Kerja (X2), Kepuasan Kerja (X1)

Source : Based onSPSS Calculations Version 22, 2024

Determining the Ftable value with a 95% confidence level and an error rate (α) of 5% = 0.05 with the formula: (df) = V1 = k - 1 = 3 - 1 = 2 and V2 = n - k = 81 - 2 - 1 = 78 (the same df in table IV.11). So, the Ftable value = 2.72

Based on table 6, it can be seen that the Fcount value = 280.467> Ftable = 2.72 with Sig. F 0.000 (significant); then H0 is rejected and Ha is accepted. This means that there is a significant influence of job satisfaction and work discipline on employee work productivity at PT. PP. London Sumatra Indonesia, Tbk. Kencana Sari Palm Oil Mill Lahat.

F test (Partial Test)

Table 7.
T test Result

Coefficientsa

Model		Unstandardized Coefficients		Standardized Coefficients		
		B	Std. Error	Beta	t	Sig.
1	(Constant)	2.556	1.859		1.375	.173
	job satisfaction (X1)	.346	.109	.302	3.182	.002
	Work Discipline (X2)	.469	.095	.471	4.953	.000

a. Dependent Variable: Produktivitas (Y)

Source : Based onSPSS Calculations Version 22, 2024

Determining the ttable value with a confidence level of 95% and an error rate (α) of 5% = 0.05 with the formula: df = n–k (n = number of samples and k = number of variables), then: df = n – 2 = 81 – 2 = 79. So, the ttable value = 1.990. The satisfaction coefficient has a positive value of t count for job satisfaction of 8.670> ttable 3.182, with a sig.t level of 0.000 <0.05 (significant), then H01 is rejected and Ha1 is accepted. This means that there is a significant effect of job satisfaction on employee work productivity at PT. PP. London Sumatera Indonesia Tbk. Kencana Sari Palm Oil Mill Lahat.

The discipline coefficient has a positive value of t count for work discipline on work productivity of 3.182> ttable 1.990, with a sig.t level of 0.000 <0.05 (significant), then H02 is rejected and Ha2 is accepted. This means that there is a significant influence of work

discipline on the work productivity of employees of PT. PP. London Sumatera Indonesia Tbk. Kencana Sari Palm Oil Mill Lahat. The coefficient of work productivity has a positive value of t count for work stress of 9.400> t table 1.990, with a sig.t level of 0.000 <0.05 (significant), then H03 is rejected and Ha3 is accepted. This means that there is a significant influence of work stress on the work productivity of employees of PT. PP. London Sumatera Indonesia Tbk. Kencana Sari Palm Oil Mill Lahat.

DETERMINATION COEFFICIENT

Table 8.
Coefficient of Determination Results

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.666[a]	.444	.429	3.535

a. Predictors: (Constant), Kepuasan kerja, disiplin kerja, produktivitas kerja

Source : Based onSPSS Calculations Version 22, 2024

Based on the calculation results in Table IV.14, the Adjusted R Square value (determination coefficient) is 0.429, meaning that the variables of job satisfaction and work discipline are able to contribute to explaining changes in employee work productivity by 42.9%, while the remaining 100% - 42.9% = 57.1% is explained by other variables not included in this study.

CONCLUSION

Based on the results of the study from the discussion, it can be concluded that:

1. There is an influence of Job Satisfaction and Work Discipline on the Work Productivity of Employees of PT. PP. London Sumatera Indonesia Tbk. Kencana Sari Palm Oil Mill Lahat.
2. There is an influence of Job Satisfaction on the Work Productivity of Employees of PT. PP. London Sumatera Indonesia Tbk. Kencana Sari Palm Oil Mill Lahat.
3. There is an influence of Work Discipline on the Work Productivity of Employees of PT. PP. London Sumatera Indonesia Tbk. Kencana Sari Palm Oil Mill Lahat.

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