

The Effects of Leadership Function, Work Motivation and Job Satisfaction on Employee's Work Discipline at STIKes Fort De Kock Bukittinggi

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Abstract

This study aims to analyze the influence function of leadership of work motivation and job satisfaction to work discipline of STIKes Fort De Kock Bukittinggi employee. This type of research is causality research to see the effect of independent variables of leadership, work motivation, and job satisfaction on dependent variable that is work discipline. Respondents in this study are Employee STIKes Fort De Kock Bukittinggi. The number of samples is 84 people as respondents. Data analysis technique is path analysis to know the influence of leadership function, work motivation and job satisfaction on employee's work discipline at STIKes Fort De Kock Bukittinggi. The results showed: (1) The function of leadership has significant effect on work motivation; (2) Leadership function has no significant effect on job satisfaction; (3) The function of leadership has an insignificant effect on work discipline; (4). Job satisfaction has an insignificant effect on work discipline; (5) Work motivation has a significant effect on employee job satisfaction

Keywords: Leadership Function, Work Motivation, Job Satisfaction, Work Discipline.

Introduction

Work discipline can be applied well in organizations because the rules of work discipline that have been determined are obeyed, because discipline is the awareness and willingness of someone to comply with all applicable organizational rules and social norms. In addition, the norms or rules set by the organization have an important role in creating discipline so that employees can comply with and apply these rules. If employees have high work discipline, they are expected to be able to complete tasks quickly and precisely so that they can provide better work results. Every employee is required to have high discipline so that they can work individually or in groups by being obedient, obedient, innovative, creative, honest, skilled and willing to work together in the organization. Good work discipline is determined by the ability of human resource managers in the organization and leadership of the employee itself.

Work discipline can be accomplished and running well within the organization can be because the rules of work discipline that has been stipulated is obeyed, because discipline is a consciousness and willingness of a person in obey all the rules of the organization and the prevailing social norms. One of the factors supporting discipline is the running of leadership function in motivating employees who need to work an organization, where all activities and tasks if based on high motivation then awareness will obey the norms and rules that apply will also be high. Motivation will create a state or condition that encourages, stimulates or moves a person to do something or activities that he does so that he can achieve his goals.

STIKes Fort De Kock is a high school of health sciences whose job is to conduct health education in a scientific way that includes education and teaching, research and community service in accordance with the prevailing laws and regulations.

The phenomenon of low work discipline in STIKes Fort De Kock that can be seen from the attitude of employees who like to postpone work, thus employees are considered less able to complete work on time. Employees are less careful in working so those in quantities often make mistakes in completing a job. Coordination in work does not work well between superiors with subordinates so that the quality of performance produced by employees is not maximal. According Sastrodiwiryo

(2003) that the discipline of work as an attitude of respect, respect, obedience and obey the rules that apply both written and unwritten and able to run it and not harden to accept sanctions if he violates the duty or authority given to him

The more effective the leader in carrying out its function in improving the work discipline will make the employee more motivated more work, and feel satisfied in work. The facts that occurred in STIKes Fort De Kock about the leadership function of the newly inaugurated leader of January 2017 has not been run like a leader does not involve subordinates in making decisions, the leader does not give direction or command to subordinates quickly in certain situations, the leader does not apply two-way communication (consultation) to subordinates and also does not provide opportunities for subordinates to develop creativity.

Motivation arising from the conscious efforts of employees and done to generate power/ strength/ drive to perform certain actions for the achievement of organizational goals at work. In addition, the leadership must carry out its functions that lead through motivation so that it will create a condition where employees feel inspired to work hard. Further work discipline is influenced by other variables of job satisfaction. Job satisfaction possessed by an employee will show a positive attitude toward work in work, while the disgruntled employee will show a negative attitude toward the work itself.

From the description, the researchers are interested and need to conduct research in a thesis entitled "The Influence of Motivational Leadership Function Work and Job Satisfaction on Employee Discipline STIKes Fort De Kock Bukittinggi.

Methods

Based on the problems that will be discussed in this research, the design of this research is causality research. The population here is all employees in 2017 who are active as many as 105 employees The population here is all 2017 employees who are active as many as 105 employees and based on the formula $n = \frac{N}{1+N.e^2}$ get a sample of 84 employees. The technique used in data collection in the preparation of this thesis is the questionnaire method and its measurement using a Likert scale.

Sampling in this research is done proportional stratified random sampling. Analytical techniques in this study using path analysis. The questionnaire technique is used to collect primary data by providing a set of questions or written statements about research variables, namely the function of leadership, work motivation, job satisfaction towards work discipline equipped with alternative answers and shared with all respondents or employees as a sample. Research data were analyzed using statistical techniques. Data analysis was calculated using SPSS 16.0.

Results and Discussion

Results of Path Analysis for Sub-Structure 1

The data analysis for sub-structures 1 of this path analysis can be obtained by the following values on the Table 1.

Table 1 Results of Path Analysis for Sub-Structure 1

No	Variable	Path Coefficient	t	Sig	Annotation
1	Leadership Function (X1)	0,809	12,444	0,000	Significant

R Square = 0, 654

Source: Primary Data Processed (2018)

Based on data analysis, it is known that path coefficient of influence of leadership function to work motivation ($P \times 2 \times 1$) = 0,809, with t 12,444 and significance value equal to 0.000. If the value of significance is compared with alpha 0.05 it is evident that the significance value is less than alpha (0.000<0.05). Thus it can be said that there is a significant influence of leadership function on employee motivation STIKes Fort De Kock Bukittinggi.

Results of Path Analysis for Sub Structure 2

Based on the results of data analysis for this sub-structure 2 can obtained values as follows:

Table 2 Results of Path Analysis for Sub-Structure 2

No	Variables	Path Coefficient	t	Sig	Annotation
1	Leadership Function (X ₁)	-0,053	-0,541	0,590	Significant
2	Work Motivation(X ₂)	0,809	9,165	0,000	Significant

R Square = 0,731

F Count = 110.152

F sig. = 0,000

Source: Primary Data Processed (2018)

The results of the analysis note that the value of F arithmetic 110.152 with a significance value of 0.000. If the value of significance is compared with alpha (0.05) then it is proved that the value of significance is smaller than alpha (0.000 < 0.05), it means that together variable of leadership function and work motivation have an effect on significant to job satisfaction of STIKes Fort De Kock Bukittinggi employee. Because F test has been fulfilled and the conclusion of leadership function and work motivation have a significant effect on job satisfaction of STIKes Fort De Kock Bukittinggi employee, path analysis can be done for partial test.

Results of Path Analysis for Sub-Structure 3

F test results known that the value of F arithmetic 181.212 with a significance value of 0.000. If the value of significance is compared with alpha (0.05) It is evident that significant value is less than alpha (0.000 < 0.05), this means that together variable function of leadership, motivation and job satisfaction On work discipline STIKes Fort De Kock Bukittinggi Because the F test has been met and conclusions leadership function, work motivation and job satisfaction to employee work discipline STIKes Fort De Kock Bukittinggi can then analyze the path for partial testing.

Table 3 Results of Path Analysis for Sub-Structure 3

No	Variables	Path Coefficients	t count	Sig	Annotation
1	Leadership Function (X ₁)	-0,099	-1,458	0,149	No significant
2	Work Motivation (X ₂)	0,990	10,191	0,000	Significant
3	Job Satisfaction (X ₃)	0,026	0,036	0,738	No Significant

R Square = 0,872

F count = 181,212

F sig. = 0,000

Source: Primary Data Processed (2018)

Based on the above calculation shows that the function of leadership and job satisfaction have no significant effect on work discipline. So Trimming is done to remove the variable of leadership function and job satisfaction from research model. Here is the result of calculation after the trimming show in Table 4.

Based on the final result of path analysis showed that the influence of leadership function on work motivation with sig value is 0,000 < 0.05 and with a path coefficient is 0.809. Leadership function has no significant effect on job satisfaction with sig value. -0.541 < 0.05 and with a path coefficient is -0.053. The work motivation has a significant effect on job satisfaction with the value of sig. 0,000 < 0.05 and with a path coefficient of 0.897. The function of leadership has no significant effect on work discipline with sig value is 0.149 > 0.05 and with a path coefficient of -0.099. The work motivation has a significant effect on the work discipline with the value of sig. 0,000 < 0.05 and with a path coefficient of 0.932. Then job satisfaction has an insignificant effect on work discipline with sig value. 0.738 > 0.05 and with a path coefficient is 0.026. The final structure of path analysis in this study can be seen in the following figure 1.

Table 4 Results of Path Analysis for Sub-Structure 3 after Trimming Step

No	Variable	Path Coefficient	t count	Sig	Annotation
1	Work Motivation (X_2)	0,932	23,223	0,000	Significant

R Square = 0,868

F count = 539,329

F sig. = 0,000

Source: Primary Data Processed (2018)

Hypothesis testing

Hypothesis 1

Based on the results of data analysis for the first hypothesis testing known path coefficient of influence of leadership function to job satisfaction ($P_{x3 \times 1}$) is -0,053, with t value -0,541 and significance value equal to 0,590. If the value of significance is compared with alpha 0.05 it is proved that the significance value is less than alpha ($0,590 > 0,05$). Thus it can be said that leadership function has no significant effect on job satisfaction of employees of STIKes Fort De Kock Bukittinggi.

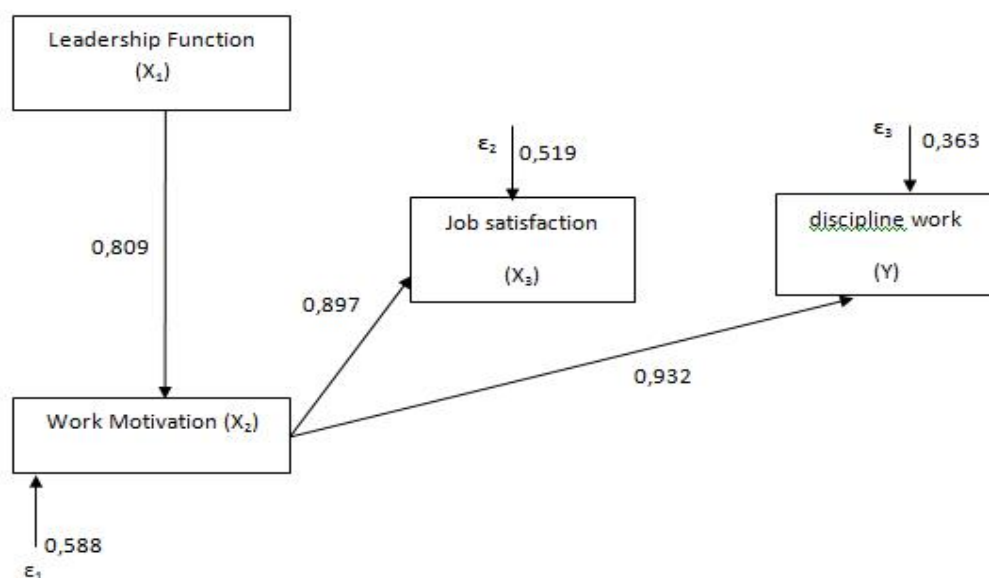


Figure 1 Final Structure of Analysis

Hypothesis 2

The data analysis for the second hypothesis testing is known that the path coefficient of influence of leadership function on work motivation ($P_{x2 \times 1}$) is 0,809, with t count 12,444 and significance value equal to 0.000. If the value of significance is compared with alpha 0.05 it is evident that the significance value is less than alpha ($0.000 < 0.05$). Thus it can be said that leadership functions have a significant effect on employee work motivation STIKes Fort De Kock Bukittinggi.

Hypothesis 3

From the third hypothesis testing known path coefficient of influence of leadership function to work discipline (P_{yx1}) is -0,099, with tvalue=-1,458 and significance value equal to 0,149. If the value of significance is compared with alpha 0,05 it is proved that the value of significance is greater than alpha ($0,149 > 0,05$). Thus it can be said that leadership functions have no significant effect on employment discipline STIKes Fort De Kock Bukittinggi.

Hypothesis 4

Based on data analysis for the fourth hypothesis testing known path coefficient of job satisfaction influence to work discipline (P_{yx3}) is 0,026, with tvalue=0,336 and significance value equal to 0,738. If the value of significance is compared with alpha 0.05 it is proved that the value of significance is greater than alpha ($0.738 > 0.05$). Thus it can be said that job satisfaction has no significant effect on employee work discipline STIKes Fort De Kock Bukittinggi.

Hypothesis 5

The results of data analysis for the fifth hypothesis testing known path coefficient of influence of work motivation to job satisfaction (P_{x3x2}) is 0.897, with $t_{value}=9,165$ and significance value of 0.000. If the value of significance is compared with alpha 0.05 it is evident that the significance value is less than alpha ($0.000 < 0.05$). Thus it can be said that the motivation of work has a significant effect on employee job satisfaction STIKes Fort De Kock Bukittinggi

Hypothesis 6

Based on the data analysis for the sixth hypothesis testing, it is known that the path coefficient of work motivation influence on work discipline (P_{yx2}) is 0,932, with $t_{value}=23,223$ and significance value equal to 0.000. If the value of significance is compared with alpha 0.05 it is evident that the significance value is less than alpha ($0.000 < 0.05$). Thus it can be said that the motivation of work has a significant effect on employee work discipline STIKes Fort De Kock Bukittinggi

Discussion

Based on the results of the first hypothesis testing is known that the leadership function has no significant effect on employee job satisfaction STIKes Fort De Kock Bukittinggi. The results of this study are not in line with the results of research Long (2014) which shows that leadership influence on work satisfaction. The results of Babalola (2016), Belias (2014), and Saleem (2015) studies also show that leadership has a significant effect on job satisfaction. High and low leadership function is not influenced by job satisfaction variable. This proves that leadership functions viewed from managing teamwork, role models, encouraging engagement, and providing guidance are not factors that can be the cause of employee job satisfaction.

The findings of this study prove that job satisfaction employee STIKes Fort De Kock Bukittinggi not influenced by the leadership function. Leadership functions viewed from managing teamwork, role models, encouraging engagement, and providing guidance. Variable The function of leadership has no significant effect on job satisfaction. This shows that although leaders are able to manage teamwork, as role models, encouraging engagement, and providing guidance does not affect employee satisfaction. Viewed from the average indicator, the indicator provides guidance has an average of 3.66%. Among the indicators of leadership function variables, indicators provide guidance of having the highest average. This is not the cause of work motivation.

Based on the results of the second hypothesis testing is known that leadership functions have a significant effect on employee work motivation STIKes Fort De Kock Bukittinggi. The results of this study in line with the results of research Isac (2013) and Naile (2017) showed that leadership has a significant effect on work motivation. In line with the results of the research Theoharis (2016), Apaka (2015), and Alfahad (2013) which shows that leadership has a significant effect on work motivation. The existence of high leadership function of course will be able to improve work motivation STIKes Fort De Kock Bukittinggi employee.

The findings of this study prove that leadership function has an important role in forming employee work motivation STIKes Fort De Kock Bukittinggi, meaning that there is or not work motivation will be determined by the role of leader so that spiritual leadership function is one of the driving factors in improving work motivation. High leadership function is driven by the ability and attitude of leaders in motivating employees so that employees in the work can optimize their work. Viewed from the average indicator, the indicator provides guidance has an average of 3.70%. Among the indicators of leadership function variables, indicators provide guidance of having the highest average. This is the cause of the emergence of work motivation.

Based on the results of leadership function on employee work motivation at STIKes Fort De Kock Bukittinggi known that the influence of leadership functions on employee work motivation is 65.5%. This shows that the leadership function gives direct influence or contribution to work motivation of 65.0%.

The result of the third hypothesis testing is known that the leadership function has no significant effect on employee work discipline STIKes Fort De Kock Bukittinggi. The results of this study in line

with the results of research Hafidulloh (2017) which shows that leadership affect the discipline of work. In line with the endorsement of research Endari (2016) which shows that leadership has a positive and significant impact on work discipline. The results of this study show that leadership function has no positive and significant effect on work discipline. This means that the high level of work discipline is not influenced by the variable management functions. This proves that management functions viewed from managing teamwork, role models, encouraging engagement, and providing guidance are not factors that can be the cause of employee discipline.

The findings of this study prove that the work discipline of STIKes Fort De Kock Bukittinggi employee is not influenced by the leadership function. Leadership functions viewed from managing teamwork, role models, encouraging engagement, and providing guidance. Variable The function of leadership has no significant effect on work discipline. This shows that although leaders are able to manage teamwork, as role models, encouraging engagement, and providing guidance does not affect employee discipline. Viewed from the average indicator, the indicator provides guidance has an average of 3.70%. Among the indicators of leadership function variables, indicators provide guidance of having the highest average. This is not the cause of work discipline.

The result of the fourth hypothesis testing is known that job satisfaction has no significant effect on employee work discipline STIKes Fort De Kock Bukittinggi. The results of this study are not in line with the results of research Suyitno (2017) and Subharwal (2016) which shows job satisfaction affect the discipline of work. Syeki research results (2015) and Azhari (2015) also showed that satisfaction has a significant effect on work discipline. The results show that job satisfaction has no positive and significant effect on work discipline. This means that the high level of work discipline is not influenced by job satisfaction variables. This proves that the satisfaction of monkeys viewed from the satisfaction with the supervision of the leadership, satisfaction with the overall work, satisfaction with the policy and company support, satisfaction with promotion and progress, satisfaction with salary, and satisfaction with colleagues is not a factor that can be the cause of the emergence of work discipline employees.

The findings of this study prove that the work discipline of STIKes Fort De Kock Bukittinggi employee is not influenced by job satisfaction. Job satisfaction is seen from the satisfaction with the supervision of leadership, satisfaction with overall job, satisfaction with policy and company support, satisfaction with promotion and progress, satisfaction with salary, and satisfaction with co-worker. Job satisfaction variable has no significant effect to work discipline. This indicates that although the employee is satisfied with the supervision of the leader, satisfied with the overall work, satisfied with the policy and support of the company, satisfied with the promotion and progress, satisfied with salary, and satisfied with co-workers do not affect employee discipline. Viewed from the indicator average, Satisfaction indicator with supervisor / manager has an average of 3.99%. Among the indicators of job satisfaction variables, Satisfaction indicators with supervisors / managers have the highest average. This is not the cause of work discipline. The results showed that job satisfaction has no significant effect on work discipline.

Based on the results of the fifth hypothesis testing it is known that work motivation has a significant effect on employee job satisfaction STIKes Fort De Kock Bukittinggi. The results of this study are in line with the result of Chompoonut research (2017) which shows that the motivation of work affect the job satisfaction. In line with the results of research Mason (2012), Lu (2017), and Mafin (2014) which shows that the motivation of work has a significant effect on job satisfaction. Job satisfaction will increase if employees have high work motivation in performing daily tasks. The findings of this study prove that job satisfaction employee STIKes Fort De Kock Bukittinggi influenced by work motivation. The better employee motivation can improve employee job satisfaction STIKes Fort De Kock Bukittinggi job satisfaction seen from satisfaction with supervision of leadership, satisfaction with overall job, satisfaction with policy and company support, satisfaction with promotion and progress, satisfaction with salary, and satisfaction with colleague work.

Viewed from the average indicator, the employment indicator has an average of 80.57%. Among the indicators of work motivation variables, job outcome indicators have the highest average. This is

the cause of employee job satisfaction. Based on the results of direct influence of work motivation on employee job satisfaction STIKes Fort De Kock Bukittinggi note that the influence of work motivation on employee pontificate is equal to 80.4%. This shows that the motivation of work gives direct influence or contribution to job satisfaction of 80.4%.

The organization must be able to provide welfare for its employees, and become the driving force by most members of the organization as a legitimate rule of law for achieving the desired goals. Generally satisfied will be determined by the encouragement of the employees themselves because the more achievement of the needs of employees will increase employee satisfaction in performing their duties.

Based on the results of testing the sixth hypothesis it is known that the motivation of work has a significant effect on employee work discipline STIKes Fort De Kock Bukittinggi. The results of this study in line with the results of research Elqadri (2015) showed that the motivation of work affect the discipline of work. In line with the results of research Rahimi (2015), Murcia (2008), and Adams (2012) which shows that the motivation of work has a significant effect on the discipline of work. Work discipline will increase if there is high employee motivation in performing daily tasks.

The findings of this study prove that the work discipline of STIKes Fort De Kock Bukittinggi employee is influenced by work motivation. The better the work motivation of employees can improve employee work discipline STIKes Fort De Kock Bukittinggi. Motivation work seen from the work, motivation, and care dimension. Viewed from the average indicator, the employment indicator has an average of 80.57%. Among the indicators of work motivation variables, job outcome indicators have the highest average. This is the cause of employee work discipline.

Based on the results of work motivation on employee work discipline at STIKes Fort De Kock Bukittinggi is known that the effect of work motivation on employee discipline is 86.86%. This shows that the motivation of work gives direct influence or contribution to the work discipline of 86.86%. Employees who have a strong need for organizing work will be more quickly completed, damage can be reduced, attendance can be minimized, complaints and warnings can be avoided and strikes can be eliminated. So the motivation of employee work that high cause work discipline will be higher employees.

Conclusions

Based on the results of data analysis and discussion, it can be taken as follows: (1) Leadership function has a significant effect on employee motivation STIKes Fort De Kock Bukittinggi; (2) Leadership function has no significant effect on job satisfaction of STIKes Fort De Kock Bukittinggi employees; (3) The leadership function has no significant effect on the work discipline of STIKes Fort De Kock Bukittinggi employee; (4) Job satisfaction has no significant effect on work discipline of STIKes Fort De Kock Bukittinggi employee; (5) Work Motivation has a significant effect on job satisfaction of STIKes Fort De Kock Bukittinggi employees; (6) Work motivation has significant effect to work discipline of STIKes Fort De Kock Bukittinggi employee.

Based on the result of the research, to improve the work discipline and job satisfaction of Fort De Kock Bukittinggi STIKes employee, it is suggested to the leadership of several policies and actions as follows: (1) Fixing employee motivation through to improve dimensions of employees, improve the source of motivation Improving employee work results; (2) Improve the function of leadership through teamwork, providing guidance that effectively fix a role model, and encourage involvement.

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