

The Effect of Discipline, Compensation, Motivation and Workload on Job Satisfaction of Cak Ed Delivery Lamongan Drivers

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ABSTRACT

This study aims to determine the effect of Discipline, Compensation, Motivation and Workload on Driver Job Satisfaction Cak Ed Delivery Lamongan. This research was conducted at Cak Ed Delivery Lamongan which is located at Jl. Papandayan, Kauman, Sidoharjo, Lamongan District, Lamongan Regency, East Java 62218. This study uses quantitative research methods. The population in this study were Cak Ed Delivery Lamongan drivers. Sampling as many as 86 respondents using saturated sample technique. Data collection techniques in this study using interviews and questionnaires. Data analysis used is instrument test, multiple linear regression analysis test, classical assumption test, R2 determination coefficient test and hypothesis testing. Through the t test which is used to determine the effect of Discipline, Compensation, Motivation and Workload on Driver Satisfaction Cak Ed Delivery Lamongan, the t test results of the Discipline variable $t_{count} (2,327) > t_{table} (1,989)$ with a significant 0.02, variable Compensation $t_{count} (3.646) > t_{table} (1.989)$ with a significant of 0.00, variable Motivation $t_{count} (2.311) > t_{table} (1.989)$ with a significant of 0.02 and variable Workload $t_{count} (- 1.105) < t_{table} (1.989)$ with a significant 0.27. Which means partially Discipline, Compensation and Motivation have a positive influence and Workload has no effect on the Job Satisfaction variable. Through the f test, the results obtained $F_{hitung} 32.015 > F_{tabel} 2.484$, so that simultaneously the Discipline, Compensation, Motivation and Workload variables affect the Job Satisfaction variable. Meanwhile, the R square obtained is 0.59.6, indicating that 59.6% of the Job Satisfaction variable is influenced by the Discipline, Compensation, Motivation and Workload variables. While the remaining 40.4% is influenced by other variables not examined.

Keywords: Discipline, Compensation, Motivation, Workload and Job Satisfaction.

Pengaruh Disiplin, Kompensasi, Motivasi dan Beban Kerja Terhadap Kepuasan Kerja Driver Cak Ed Delivery Lamongan

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ABSTRAK

Penelitian ini bertujuan untuk mengetahui pengaruh Disiplin, Kompensasi, Motivasi dan Beban Kerja Terhadap Kepuasan Kerja Driver Cak Ed Delivery Lamongan. Penelitian ini dilakukan di Cak Ed Delivery Lamongan yang beralamat di Jl. Papandayan, Kauman, Sidoharjo, Kecamatan Lamongan, Kabupaten Lamongan, Jawa Timur 62218. Penelitian ini menggunakan metode penelitian kuantitatif. Populasi dalam penelitian ini adalah Driver Cak Ed Delivery Lamongan. Pengambilan sampel sebanyak 86 responden dengan menggunakan teknik sampel jenuh. Teknik pengumpulan data dalam penelitian ini menggunakan teknik wawancara dan kuisioner. Analisis data yang digunakan adalah uji instrument, uji analisis regresi linier berganda, uji asumsi klasik, uji koefisien determinasi R^2 dan uji hipotesis. Melalui uji t yang digunakan untuk mengetahui pengaruh Disiplin, Kompensasi, Motivasi dan Beban Kerja Terhadap Kepuasan Driver Cak Ed Delivery Lamongan didapatkan hasil uji t variabel Disiplin $t_{hitung} (2.327) > t_{tabel} (1.989)$ dengan signifikan sebesar 0.02, variabel Kompensasi $t_{hitung} (3.646) > t_{tabel} (1.989)$ dengan signifikan sebesar 0.00, variabel Motivasi $t_{hitung} (2.311) > t_{tabel} (1.989)$ dengan signifikan sebesar 0.02 dan variabel Beban Kerja $t_{hitung} (- 1.105) < t_{tabel} (1.989)$ dengan signifikan sebesar 0.27. Yang berarti secara parsial Disiplin, Kompensasi dan Motivasi memiliki pengaruh positif dan Beban kerja tidak berpengaruh terhadap variabel Kepuasan Kerja. Melalui uji f diperoleh hasil $F_{hitung} 32.015 > F_{tabel} 2.484$, sehingga secara simultan variabel Disiplin, Kompensasi, Motivasi dan Beban Kerja berpengaruh terhadap variabel Kepuasan Kerja. Sedangkan R square diperoleh sebesar 0.59,6 menunjukkan bahwa 59,6 % variabel Kepuasan Kerja dipengaruhi oleh variabel Disiplin, Kompensasi, Motivasi dan Beban Kerja. Sedangkan sisanya 40,4 % dipengaruhi variabel lain yang tidak diteliti.

Kata Kunci : Disiplin, Kompensasi, Motivasi, Beban Kerja dan Kepuasan Kerja.