

## RELATIONSHIP BETWEEN JOB SATISFACTION AND WORK DISCIPLINE WITH PERFORMANCE OF CIVIL SERVANTS' INSTITUTIONAL DEPUTY IN THE MINISTRY OF COOPERATION AND UKM REPUBLIC OF INDONESIA

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### ABSTRACT

This study aims to determine the relationship between job satisfaction and work discipline with the performance of the Deputy 1 Civil Servant for Institutional Affairs at the Ministry of Cooperatives and SMEs of the Republic of Indonesia based on the 2014 Financial Audit Board (BPK) report which received the highest opinion without exception, resulting in increased performance caused by the factors of job satisfaction and employee work discipline. The population in this study amounted to 55 people and used a saturated sampling technique. Job satisfaction scale, there are 40 valid items and 8 items that fail with a reliability of 0.880. Based on the results of data analysis using the bivariate correlation between job satisfaction and performance, the correlation coefficient ( $r$ ) is 0.543, then  $H_0$  is rejected and  $H_a$  is accepted, meanwhile the work discipline scale has 28 valid items and 4 items that fail with a reliability of 0.874. . Based on the results of data analysis using the bivariate correlation between work discipline and performance, the correlation coefficient ( $r$ ) is 0.603, then  $H_0$  is declared rejected and  $H_a$  is declared accepted. Furthermore, the results of data analysis using multiple correlations (multivariate) between job satisfaction and work discipline with performance, obtained a correlation coefficient ( $r$ ) of 0.701. 49.1%. So ( $H_0$ ) which states "there is no relationship between job satisfaction and work discipline with the performance of the Deputy 1 Civil Servant for Institutional Affairs at the Ministry of Cooperatives and SMEs of the Republic of Indonesia". Rejected. Meanwhile, the alternative hypothesis ( $H_a$ ) states that "there is a significant relationship between job satisfaction and work discipline with the performance of the Deputy 1 Civil Servant for Institutional Affairs at the Ministry of Cooperatives and SMEs of the Republic of Indonesia". Be accepted. So it can be concluded that the higher the job satisfaction and work discipline, the higher the employee's work performance.

**Keywords:** Job Satisfaction, Work Discipline, Performance.