

## THE IMPACT OF JOB SATISFACTION AND DEMOCRATIC LEADERSHIP STYLE TO WORK DISCIPLINE OF EMPLOYEES AT PT. INDOMARCO PRISMATAMA LAMPUNG

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### ABSTRACT

An employee's commitment to disciplinary policies is crucial for the success of the company. Inadequate employee discipline could prevent the achievement of company goals. The objective of this research is to establish the correlation between job satisfaction and democratic leadership style, and also work discipline, among employees in the inventory control division of PT. Indomarco Prismatama Lampung. The population being examined in this study consisted of 35 employees, selected by saturation sampling. The data collection method utilizes three scales: the work discipline scale ( $\alpha= 0.911$ ), the job satisfaction scale ( $\alpha= 0.948$ ), and the democratic leadership style scale ( $\alpha= 0.961$ ). This research uses the data analysis technique of multiple regression analysis utilizing JASP 0.16.0.0. The findings of this study indicate a significant and positive correlation between the democratic leadership style of supervisors and the level of work discipline exhibited by employees. The findings of the multiple regression analysis indicate that the two independent factors have a significant impact on employee work discipline, resulting in effective contribution (SE) of 52.3% to employee work discipline ( $R^2 = 0,523$ ;  $R=0.723$ ; sig. 0.001 ( $P<0.01$ )). However, the remaining 47.7% is influenced by external variables that are not considered in this research. Moreover, there is a significant impact between job satisfaction and work discipline ( $X_2 - Y=0.597$ ; sig. 001( $p<0.01$ )). There is a strong correlation between the democratic leadership style and work discipline ( $X_2-Y=0.685$ ; sig. 0.001 ( $p<0.01$ )).

**Keywords:** Work Discipline, Job Satisfaction, Democratic Leadership Style.