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Influence Of Work Discipline, Ethics, Communication, Work Satisfaction On Employee Work Loyalty In Batam University

Sri Yanti[1], Jemmy Rumengan[2], Dahlan Gunawan[3]
Student of the MSDM Doctoral Program, Faculty of Economics,
University of Batam Batam,29415,Riau Island - Indonesia.
E-mail : sri.yanti@univbatam.ac.id

Abstract

This study, researchers used respondent data, such as gender, age and duration of work of respondents to be able to provide information about the characteristics of respondents. The study population was employees at Batam University, which consisted of dozens and employees. The sample is determined by the number of sample members (sample size) of 90 people by proportional random sampling technique. 45 lecturers and 45 Batam university employees. This research is the result of a field study to obtain questionnaire answer data that measures five main variables in this study, namely Work Discipline, Ethics, Communication, Job Satisfaction of work Loyalty at Batam University employees. The instrument was developed based on theoretical studies, then defined in conceptual definitions, operational definitions, and developed through lattice instruments and technical techniques. Knitted data analysis uses descriptive statistics and statistical analysis to test the significance of path coefficients, descriptive statistics to present data in the form of frequency distribution tables, histograms, and the number of statistics such as media, modes, averages, variants, and foreign standards. exchange. Statistical tests are used to test the significance of path coefficients using Partial Least Square (PLS) which is a Multivariate Analysis in the second generation using structural equation modeling (SEM). PLS can be used for a small number of samples, and of course with a large number of samples will be better able to improve the accuracy of estimates. PLS does not require the assumption that data distribution must be normal or not. The construct form can use a reflective or formative model in which from the results of statistical analysis, the relationship between variables formulated in the formulation of a problem as many as 7 pieces obtained significant results.

Keywords: Work Discipline, Ethics, Communication, Work Satisfaction, Work Loyalty

1. Introduction

Each organization in carrying out its duties and functions is largely determined by the quality of its human resources and supporting infrastructure. Human resources and equipment are elements in driving the organization's wheels, as well as internal factors that influence the progress of the organization. To achieve organizational goals there are many factors that support, one of which is employee work discipline. Discipline is to obey, respect, respect, follow and obey the rules and norms that apply, both written and unwritten and ready to accept sanctions if violated. discipline is the key to the success of a company or organization in achieving its goals. Discipline is an important function in an organization because the better employee discipline, the higher the work performance that can be achieved [1].

Conversely, without discipline, it is difficult for organizations or companies to achieve optimal results. Therefore, each organization is expected to have various provisions that must be obeyed and standards that must be met by its members. Ethics is a reflection of what is called self control because everything is created and applied from and for the benefit of the profession's social group itself. Ethics can be interpreted as something that is done correctly and well. do not do anything bad but do something morally and responsibly. Ethics intends to help humans to act freely but can be accounted for, freedom and responsibility are the main elements of moral autonomy which is one of the main principles of morality. communication is a relationship of two or more reciprocally using meaningful symbols in the form of symbols or words that can be used to convey ideas, opinions or information so that mutual understanding occurs between the two [2].

Communication is the process of an idea being transferred from the source to a recipient or more, with a view to changing their behavior. Communication is the main tool for perfecting relationships in organizations. Lack of communication will lead to misunderstanding, and if left unchecked will affect the life of the organization, both leaders and employees within the agency itself. Job satisfaction is a form of one's feelings towards his job, work situation and relationships with coworkers. Job satisfaction is something that is important to be owned by an employee, where they can interact with the work environment so that work can be carried out properly and in accordance with the goals of the company or organization. Job satisfaction is showing the extent to which individuals feel positively or negatively various factors of the task in their work. With job satisfaction possessed by employees, there will be a sense of employee loyalty to the organization. Loyalty means the willingness of employees with all abilities, skills, thoughts, and time to participate in achieving organizational goals and keep organizational secrets and not to do actions that harm the organization as long as the person is still an employee [3].

Formulation of the problem
1. Does Work Discipline directly determine Job Satisfaction?
2. Does Ethics directly determine Job Satisfaction?
3. Does Communication directly determine Job Satisfaction?
4. Does Work Discipline directly determine Work Loyalty?
5. Does Ethics directly determine Work Loyalty?
6. Does Communication directly determine Work Loyalty?
7. Does Job Satisfaction directly determine Work Loyalty?

The theoretical framework of this study was developed from the synthesis of theories based on facts, observations and literature reviews, therefore this theoretical framework contains the relationship or influence between the variables involved in research based on supporting theories, and clearly explains the interrelationships between the intertwined variables, other than that it can be used as a basis for answering problems and logic flow relationships between interrelated variables so that it will be very relevant to the problem studied as follows. According to Mangkunegara (2013), work discipline is defined as the implementation of management to strengthen organizational guidelines. According to Rivai, Nurud and Arfa (2012: 2) ethics is something that is done correctly and well. don't do bad things but do things morally and responsibly [4].

According to Everett. M. Rogers (in Hafied Cangara, 2009: 19) that communication is the process of an idea that is transferred from the source to the recipient or more, with a view to changing their behavior. According to Hasibuan (2011, p.202) states that employee job satisfaction is an emotional attitude that is fun and loves work. This attitude is reflected in the spirit of work, discipline, and performance. Sudimin (in Malik, 2014) work loyalty means the willingness of employees with all abilities, skills, thoughts and time to participate in achieving company goals and keep company secrets and not take actions that harm the company as long as the person is still an employee. Except for keeping secrets, these things can only be done when the employee is still in a working relationship with the company where he works [5].

2. Research Method

In this study, researchers used respondent data, such as gender, age and length of work of the respondent to provide information about the characteristics of the respondents. Where from the questionnaire distributed as many as 90. The discussion in this chapter is the result of field studies to get answers to the questionnaire that measures the five main variables in this study, namely Work Discipline, Ethics, Communication, Job Satisfaction and Loyalty. Employee Data analysis uses parametric and non-parametric statistics using SEM-PLS (Structural Equation Modeling-Partial Least Square) regarding research variables, instrument testing, normality testing, hypothesis testing, and discussion of the results of hypothesis testing and Path Analysis Path [6].

This study uses path analysis to examine patterns of relationships that reveal the effect of a variable or set of variables on other variables, both directly and indirectly. The calculation of the path coefficient in this study was assisted by SmartPLS Ver 3.0. To determine the direct and indirect effects between variables, this can be seen from the calculation of the path coefficient, while to determine significance. The study population was employees at Batam University, which consisted of lecturers and Batam University employees. The sample is determined by the number of sample members (sample size) of 90 people by proportional random sampling technique. 45 lecturers and 45 employees [7].

3. Results and Analysis
3.1. Internal Consistency Analysis

Internal consistency analysis is a form of reliability used to assess the consistency of results across items on the same test. Internal consistency testing uses composite reliability values with the criteria of a variable said to be reliable if the composite reliability value> 0.600 [8].

Table 1. Internal Consistency Analysis. Source Data Processing (2020)

Variabel	Cronbach's Alpha	rho_A	Composite Reliability	Average Variance Extracted (AVE)
X1	0.812	0.832	0.860	0.471
X2	0.691	0.703	0.791	0.390
X3	0.831	0.840	0.876	0.540
X4	0.829	0.838	0.875	0.540
Y	0.891	0.896	0.915	0.607

Based on internal consistency analysis data in the above table, the results show that the variables X1, X2, X3, X4, Y have a composite reliability> 0.600, so all questions developed on the 5 variables are reliable meaning cross-item questions developed on the questionnaire of all variables in the test the same has consistency [9].

3.2. Convergent Validity

Convergent validity is used to see the extent to which a measurement is positively correlated with alternative measurements of the same construct. To see an indicator of a construct variable is valid or not, it is seen from the outer loading value. If the outer loading value is greater than (0.4) then an indicator is valid [10].

Table 2 : Convergent Validity. Source Data Processing (2020)

Variabel	X1	X2	X3	X4	Y
X1.1	0.741				
X1.2	0.620				
X1.3	0.707				
X1.4	0.776				

X1.5	0.737			
X1.6	0.671			
X1.7	0.521			
X2.1		0.601		
X2.2		0.671		
X2.3		0.707		
X2.4		0.507		
X2.5		0.674		
X2.6		0.559		

X3.1 0.806

X3.2			0.739	
X3.3			0.731	
X3.4			0.727	
X3.5			0.718	
X3.6			0.684	
X4.1				0.679
X4.2				0.631
X4.3				0.762
X4.4				0.767
X4.5				0.754
Y1					0.848
Y2					0.695
Y3					0.855
Y4					0.793
Y5					0.794
Y6					0.737
Y7					0.718

Based on the above table, it can be seen that the outer loading value for variables X1, X2, X3, X4, Y where the value of all item items in the 5 variables tested is greater than 0.4, then all items developed for all variables are declared valid, meaning that the measurement is positively correlated with alternative measurements of the same construct thus the indicators of all construct variables are valid [11].

3.3. Validity Of Diskriminan

Discriminant validity aims to assess an indicator of a construct variable is valid or not, namely by looking at the Heterotrait - Monotrait Ratio Of Correlation (HTMT) <0.90, then the variable has a good discriminant validity (valid) [12].

Table 3 : Validity of Diskriminan. Source Data Processing (2020)

Variabel	X1	X2	X3	X4	Y
X1					
X2	0.418				
X3	0.461	0.298			
X4	0.566	0.594	0.603		
Y	0.683	0.644	0.581	0.755	

Based on the above table, the correlation results obtained variables X1 with X2, X3, X4, Y and X3 with X2, X4 with X2, Y with X2 and X4 with X3, Y with X3 and Y with X4 have a correlation value <0.900, thus the value the correlation of all variables is declared valid. Analysis of structural models or (inner models) aims to test the research hypothesis. The part that needs to be analyzed in the structural model is the coefficient of determination (R Square) by testing the hypothesis [13].

Collinearity testing is to prove the correlation between latent / construct variables is strong or not. If there is a strong correlation it means that the model contains problems if viewed from a methodological point of view, because it has an impact on the estimation of statistical significance. This problem is called collinearity. The value used to analyze it is by looking at the value of Variance Inflation Factor (VIF). (Hair, Hult, Ringle, & Sarstedt, 2014; Garson, 2016). If the VIF value is greater than 5.00 then it means there is a collinearity problem, and in contrast there is no collinearity problem if the VIF value <5.00 [14].

Table 4 : Collinearity. Source Data Processing (2020)

Variabel	X1	X2	X3	X4	Y
X1				1.279	1.387
X2				1.126	1.325
X3				1.191	1.421
X4					1.841
Y					

From the above data it can be described as follows:The VIF value for the correlation of X1 with Y, X2 with Y, X3 with Y, X4 with Y is <5.00 (there is no collinearity problem). Therefore, from the data above and the development of structural models in this case there is no problem. collinearity. In this test there are two stages, namely testing the direct influence hypothesis and testing the indirect effect hypothesis. The coefficients of the hypothesis testing path are in the figure below:Test the significance of the structural coefficient of the path model (Structural Model Path Coefficient). This test is to determine the path coefficient of the structural model, the aim is to test the significance of all relationships or hypothesis testing [15].
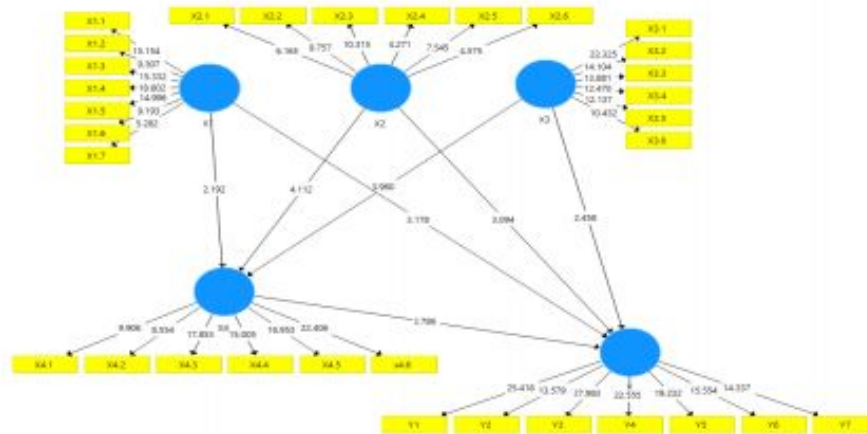

Figure 2 : Hypothesis Testing

Direct influence hypothesis testing aims to prove the hypotheses of the influence of a variable on other variables directly (without intermediaries). If the value of the path coefficient is positive indicates that an increase in the value of a variable is followed by an increase in the value of another variable. If the value of the path coefficient is negative indicates that an increase in a variable is followed by an decrease in the value of other variables.If the probability value (P-Value) <Alpha (0.05) then Ho is rejected (the effect of a variable with other variables is significant). If the value of probability (P-Value)> Alpha (0.05) then Ho is rejected (the effect of a variable with other variables is not significant) [16]

Table 5 : Hypothesis of Direct Effect. Source Data Processing (2020)

Variable	Real Sample	Sample Average	Standard Deviation	t- Statistik	P Values
X1 -> X4	0.242	0.229	0.110	2.192	**0.032**
X1 -> Y	0.302	0.291	0.095	3.178	**0.002**
X2 -> X4	0.329	0.349	0.080	4.112	**0.000**
X2 -> Y	0.253	0.272	0.082	3.094	**0.003**
X3 -> X4	0.353	0.349	0.089	3.960	**0.000**
X3 -> Y	0.215	0.222	0.087	2.458	**0.017**
X4 -> Y	0.277	0.261	0.100	2.786	**0.007**

1. The direct effect of variable X1 on variable X4 has a path coefficient of 2.192 (positive), then an increase in the value of variable X1 will be followed by an increase in variable X4. The effect of the variable X1 on X4 has a P-Values value of 0.032<0.05, so it can be stated that the influence between X1 on X4 is significant.
2. The direct effect of variable X1 on variable Y has a path coefficient of 3.178 (positive), then an increase in the value of variable X2 will be followed by an increase in variable Y. The effect of variable X1 on Y has a P-Values value of 0.002<0.05, so it can be stated that the influence between X1 on Y is significant.
3. The direct effect of variable X2 on variable X4 has a path coefficient of 4.112 (positive), then an increase in the value of variable X2 will be followed by an increase in variable X4. The effect of variable X2 on X4 has a P-Values value of 0.000<0.05, so it can be stated that the influence between X2 on X4 is significant.
4. The direct effect of variable X2 on variable Y has a path coefficient of 3.094 (positive), then an increase in the value of variable X2 will be followed by an increase in variable Y. The influence of variable X2 to Y has a P-Values value of 0.003<0.05, so it can be stated that the influence between X2 to Y is significant.
5. The direct effect of variable X3 on variable X4 has a path coefficient of 3.960 (positive), then an increase in the value of variable X3 will be followed by an increase in variable X4. The effect of variable X3 on X4 has a P-Values value of 0.000<0.05, so it can be stated that the influence between X3 to X4 is significant.
6. The direct effect of variable X3 on variable Y has a path coefficient of 2.458 (positive), then an increase in the value of variable X3 will be followed by an increase in variable Y. The effect of variable X3 on Y has a P-Values value of 0.017<0.05, so it can be stated that the influence between X3 on Y is significant.
7. The direct effect of variable X4 on variable Y has a path coefficient of 2.786 (positive), then an increase in the value of variable X4 will be followed by an increase in variable Y. The effect of variable X4 on Y has a P-Values value of 0.007<0.05, so it can be stated that the influence between X4 on Y is significant.

Testing the hypothesis of indirect effects aims to prove the hypotheses of the influence of a variable on other variables indirectly (through intermediaries). If the value of the   indirect effect coefficient> direct effect coefficient, then the intervening variable is mediating the relationship between one variable with another variable. Conversely, if the value of the indirect effect koefisien <coefficient of direct effect, then the intervening variable does not mediate the relationship between one variable with another variable [17].

Table 6 : Hypothesis of Indirect Effect. Source Data Processing (2020)

Variabel	Sampel Asli (O)	Rata-rata Sampel (M)	Standar Deviasi (STDEV)	T Statistik (| O/STDEV |)	P Values
X1 -> X4 -> Y	0.067	0.059	0.040	1.691	**0.096**
X2 -> X4 -> Y	0.091	0.091	0.042	2.192	**0.032**
X3 -> X4 -> Y	0.098	0.094	0.046	2.127	**0.038**

1. Based on the table above, the coefficient of indirect effect X1 to Y is 3.178>0,1.691 (direct effect X1 to Y), thus it can be stated that X4 mediates the effect between X1 and Y.
2. Furthermore, the coefficient value of the indirect effect of the variable X2 on Y is 3.094>2.192 (the direct effect of X2 on Y) thus it can be stated that X4 mediates the effect of X2 on Y.
3. Then, the coefficient value of the indirect effect of the variable X3 on Y is 2.458 >2.127 (the direct effect X3 on Y) so that it can be stated that X4 mediates the effect of X3 on Y.

The coefficient of determination (R Square) aims to evaluate the accuracy of the predictions of a variable. In other words, to evaluate how the variation of the value of the dependent variable is influenced by the variation of the value of the independent variable in a path model.

Table 7 : Coefficient of Determination. Source Data Processing (2020)

Variabel	Square	Adjusted R Square
X4	0.457	0.438
Y	0.611	0.593

In the table above the results obtained (e1) amounted to 0.457 or 45.7% , e2 is 0.611 or 61.1 % .

4. Conclusion

Of the 7 problem formulations tested by the statistical hypothesis using the full SEM-PLS development model, the overall final calculation results are significant, this means that the research results obtained are in accordance with or in line with the theory developed in the measurement of the full model, 5 variables are associated with the object of research This illustrates that the created discipline will create a sense of compliance, respect, respect, follow and obey the rules and norms that apply, both written and unwritten and ready to accept sanctions if violating, discipline is the key to the success of a company or organization in achieving its objectives. Discipline is an important function in an organization because the better employee discipline, the higher the work performance that can be achieved.

Conversely, without discipline, it is difficult for organizations or companies to achieve optimal results. Therefore, each organization is expected to have various provisions that must be adhered to and standards that must be met by its members, ethics is a reflection of what is called "self control" because everything is made and applied from and for the benefit of the social group (profession) alone. Ethics is something that is done right and well. do not do anything bad but do something morally and responsibly. Ethics intends to help humans to act freely but can be accounted for, freedom and responsibility are the main elements of moral autonomy which is one of the main principles of morality where Communication is a means of relations of two or more people reciprocally by using symbols that are meaningful in the form of symbols - symbols or words that can be used to convey ideas, opinions / information so that there is mutual understanding between the two.

Communication is the process of an idea diverted from the source to a recipient or more, with a view to changing their behavior, communication will be the main tool to perfect organizational relations, the absence of communication will lead to misunderstanding, and if left unchecked will affect the life of the organization, both leaders and employees within the agency itself by looking at the conditions above it will create job satisfaction which is a form of employee feelings towards their work by looking at work situations and relationships with colleagues, job satisfaction is something important to have by an employee, where they can interact with the work environment so that work can be carried out properly and in accordance with the objectives of the company or organization. Job satisfaction is to show the extent to which individuals feel positively or negatively various factors of the task at work, with job satisfaction owned by employees, there will be a sense of employee loyalty to the organization. Loyalty which will arise the willingness of employees with all the abilities, skills, thoughts, and time to participate in achieving organizational goals and keeping organizational secrets and not taking actions that harm the organization as long as the person is still an employee.

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