

THE EFFECT OF COMPENSATION AND ORGANIZATIONAL COMMITMENT TO WORK DISCIPLINE WITH JOB SATISFACTION AS INTERVENING VARIABLES IN SAKINAH WEDDING ORGANIZER

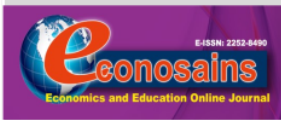
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**THE EFFECT OF COMPENSATION AND ORGANIZATIONAL
COMMITMENT TO WORK DISCIPLINE WITH JOB SATISFACTION AS
INTERVENING VARIABLES IN SAKINAH WEDDING ORGANIZER**

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ABSTRACT

Wedding Organizer Business still needs human resources in carrying out its activities, therefore it is necessary to study how the influence of Organizational Compensation and Commitment which is owned by employees. This study had a population of 101 using the census method and 101 people who became respondents through the distribution of 5 questionnaires were conducted on Sakinah Wedding Organizer employees. The effect of Compensation on Work Discipline through Job Satisfaction has positive and significant results, and the influence of Organizational Commitment to Work Discipline through Job Satisfaction has positive and significant results. Compensation is expected to be able to increase salaries and wages of employees properly so that employees feel satisfied and will be more disciplined in carrying out tasks. Organizational Commitment of employees is expected to have more attitude towards the company to make a good contribution to advance the company. Work Discipline Employees are expected to be able to comply with company regulations, including carrying out the tasks assigned by the provisions to be completed on time. Job Satisfaction Employees are expected to be able to conduct supervision and employee relations with superiors to create a good work environment.

Keywords:

Compensation, Organizational Commitment, Work Discipline, Job Satisfaction

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INTRODUCTIONS

With the characteristics of each, resulting in interaction and form a variety of needs that become a form of work ethics, behavior patterns, and lifestyles. Making human resource organizations must be in a balanced interaction pattern also in harmony so that the organization can continue to grow. The organization is a conscious social coordinated entity that is the existence of two individuals or can exceed that can also function and also to realize the vision and mission continuously (Robbins, 2008).

According to Sakinah (2019) "Today, in every human life, there are many special moments that are felt and have deep meaning and meaning so that humans hold events that are made according to the theme to celebrate the moment. Some of these moments like birth, birthday, engagement and even marriage. Today's modern society is plagued by a variety of preoccupations with the desire to hold an event that runs smoothly and successfully without wanting to be reused with all kinds of preparations such as, procedures, customs, and things needed in holding an event, so that there arises a need to use a specialized services that help determine the schedule in planning and implementing a series of events".

According to Sakinah (2019) "We can see from the mindset of people today who do not want to be troubled in all matters, due to time constraints, and the cost of doing so, one of which is in marriage matters. In ancient times the bride and groom's family prepared all of their own wedding needs, from the wedding venue, invitations, deliveries, wedding decorations and tents, catering, documentation, sound systems, wedding and family dress, bridal

make-up and hiring people to organize the smooth running of the event. This turned out to cost a lot of money, time and many people who had to participate in handling it. For this reason, Wedding Organizer is one of the choices of consumers today, especially now that there is a package that directly meets all wedding needs, ranging from catering, decoration, and so on. Also, the bride and groom can consult in advance about their complaints before the wedding ". Sakinah Wedding Organizer understands that the current importance of HR must have a good level of quality. Because the services provided are jobs that always link the performance of its employees so they are always monitored how employees serve customers well. Therefore it is important in responding to what employees need to improve their performance so they are always in good condition.

LITERATURE REVIEW

Compensation is all that is obtained by employees because of the results of their work to the company. The compensation provided in the procurement of Human Resources Management tasks related to the form of appreciation each employee gets from the results they have done in a company (Rivai 2004).

According to Luthans (2011) organizational commitment is a form of high willingness to remain in the company and an important part of the company. Have a high loyalty towards the company to maintain the good title of the company to produce good goals in the company.

According to Handoko (2012) job satisfaction is a form of conditions in the form of likes and dislikes for their employees in assessing their work. It can be

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judged by the behavior seen in various work situations. Job satisfaction is an emotional state in which there are happy and unpleasant conditions for employees to view their work. To assess the condition of employees can not be seen directly but we can immediately feel it. Satisfied or not employees can be seen from the way he behaves, activities and mindset in completing a job.

According to Handoko (2001) discipline is created by managers in the company's basic activities. Fathoni (2006) discipline is the availability of employees in complying with existing rules within the company. Saydam (2005) discipline is a form of an employee who has obeyed the rules in the company.

METHODOLOGY

The scope of research A limitation of the problem was made to facilitate the writing of a thesis report to be more neat and directed. The scope of the problem will be analyzed in this thesis report. In this study, the authors will examine the Effect of Organizational Compensation and Commitment on Work Discipline with Job Satisfaction as an Intervening variable on Sakinah Wedding Organizer Employees. Researchers researched with causality descriptive research. The variable used is the main objective, which is to describe the phenomenon and problem-solving that is used to see the effect of causal relations Organizational Compensation and Commitment to Work Discipline with Job Satisfaction as an Intervening variable on Sakinah Wedding Organizer Employees.

This study uses two types of data, in terms of how to obtain it, namely quantitative and qualitative data. According to Nawawi (2005) in this writing, researchers will use

2 types of data:

1. Quantitative Data

Data in the form of numbers that can be calculated systematically is called quantitative data. And the respondent's answer score is quantitative data in this study

2. Qualitative Data

Data that is not in the form of numbers is called qualitative data. For example the number of employees and types of work. In this study using data sources, namely primary data, which means data obtained from researching directly on-site using all methods of collecting ordinal data.

Population and Sample

According to Sekaran (2017) overall individuals, events and interesting things that the author will know are the populations. Employees at Sakinah Wedding Organizer, amounting to 101 people, were the population in the study. In this study, questionnaires were given to the entire population of 101 respondents. The sample in this study was taken using the census method.

Quantitative data obtained through questionnaires distributed to respondents were analyzed using Structural Equation Modeling (SEM) analysis using Partial Least Square (PLS) software. This research uses the Partial Least Square (PLS) method. PLS can be used on any type of data scale (nominal, ordinal, interval, ratio) as well as more flexible assumption requirements. PLS is also used to measure the relationship of each indicator with its construct. Also, in the PLS bootstrapping tests can be performed on structural models that are outer models and inner models. Ghazali (2006) explains that PLS is an analytical method that is soft modeling because it does not assume the data must be of a certain scale measurement, which

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means the number of samples can be small (under 100 samples). This study uses indicators to measure each construct and also the structural measurement model, then it was decided to use PLS.

FINDINGS AND DISCUSSIONS

16 Confirmatory Factor Analysis (CFA)

Confirmatory factor analysis is designed to test the unidimensionality of a theoretical construct or often called testing the validity and reliability of a theoretical construct. The dimension¹⁹ validity test of a construct in this study was carried out by looking at the standard factor load value of each indicator in the overall model. The indicator is declared valid if it has a standard factor load value greater than 0.5. The reliability test is done by looking at the value of composite reliability in the full model. The indicator is declared good if it has a value > 0.6.

Measurement¹² model (measurement model) to test the validity and reliability of the indicators forming latent constructs is done by confirmatory factor analysis (CFA). Following are the results of the significance tests for the indirect effect in Table 4.1:

Table 1. Value of Loading Factor and Composite Reliability of Exogenous Constructions

Variable	Construct	Loading Factor (>0,5)	Composite Reliability (>0,7)	Explanation
Compensation	X4	0,7430	0,8888	Valid and Reliable
	X5	0,7440		Valid and Reliable
	X6	0,7942		Valid and Reliable
Organizational Commitment	X8	0,7468	0,9205	Valid and Reliable
	X9	0,7236		Valid and Reliable
Satisfaction	X10	0,7253		Valid and Reliable

9 Measurement of the model to test the validity and reliability of the indicators forming latent constructs is carried out with the Confirmatory Factor Analysis (CFA) analysis. In the compensation variable which has a factor loading value > 0.5 of 0.7430, 0.7440, 0.7942 and composite reliability > 0.7 of 0.8888 which indicates that the indicator meets the applicable value criteria. On organizational commitment variables that have a factor loading value > 0.5 of 0.7468, 0.7236, 0.7253 and composite reliability > 0.7 of 0.9205 which already indicates that the indicator meets the applicable value criteria. Confirmatory Factor Analysis (CFA) of Endogenous Constructions

Measurement¹² model (measurement model) to test the validity and reliability of the indicators forming latent constructs is done by confirmatory factor analysis (CFA). The following significance test results for the indirect effect in Table 2:

Table 2. Value of Loading Factor and Composite Reliability of Exogenous Constructions

Variable	Construct	Loading Factor (>0,5)	Composite Reliability (>0,7)	Explanation
Work Discipline	Y8	0,8034	0,9335	Valid and Reliable
	Y9	0,7335		Valid and Reliable
Job Satisfaction	Y10	0,7346	0,9449	Valid and Reliable
	Y12	0,7212		Valid and Reliable
Satisfaction	Y13	0,7132	0,7285	Valid and Reliable
	Y14	0,7285		Valid and Reliable

9 Measurement model to test the validity and reliability of the indicators forming latent constructs is done with the Confirmatory Factor Analysis (CFA) analysis. In the Work Discipline variable which has a factor loading value > 0.5 of 0.8034, 0.7335, 0.7346 and composite reliability > 0.7 of 0.9335 which already indicates that the

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indicator meets the applicable value criteria. In the Job Satisfaction variable which has a factor loading value > 0.5 of 0.7212, 0.7132, 0.7285 and composite reliability > 0.7 of 0.9449 which already indicates that the indicator meets the applicable value criteria.

Test the validity of the indicators in PLS modeling can be done using convergent validity and measurement models with reflexive indicators which can be seen from the correlation between the score item/indicator and its construct (loading factor) which can be seen from the outer loading output. The outer loading output estimated from the PLS Algorithm is as follows:

Table 3. Convergent Validity

Indicator Variable	Work Discipline	Job Satisfaction	Organizational Commitment	Compensation
X1_5				0,7440
X1_6				0,7942
X2_10			0,7253	
X2_8			0,7469	
X2_9			0,7236	
Y1_10	0,7346			
Y1_8	0,8034			
Y1_9	0,7335			
Y2_12		0,7212		
Y2_13		0,7132		
Y2_14		0,7285		

Based on the outer loading output, it can be seen that the results of the loading factor of all indicators for each construct have fulfilled the convergent validity because of all loading factors > 0.7. test conducted on outer mode according to Vincenzo (2010).

1. Convergent Validity

Convergent validity value is the value of factor loading on latent variables with the indicators. Expected value > 0.5.

2. Discriminant Validity

This value is a cross-loading

factor value which is useful to find out whether the construct has adequate discriminant that is by comparing the loading value of the intended construct must be greater than the value of loading with other constructs.

3. Composite Reliability

Data that has composite reliability > 0.7 means that it has high reliability.

4. Average Variance Extracted (AVE). Expected AVE value > 0.5

5. Cronbach Alpha

Reliability tests are reinforced with Cronbach Alpha or Composite Reliability values expected > 0.7 for all constructs.

After ensuring that all indicators and latent variables, the next step is to conduct discriminant validity tests. Discriminant validity also needs to be done so that the scale used does not have two constructs that measure the same thing. To find out, the correlation between constructs must be < 0.90. If between constructs reach 0.90 or more, there will be multicollinearity between constructs. Discriminate validity of reflexive indicators can be seen in the cross loading between the indicator and its construct. The cross loading output of the PLS Algorithm output is as follows:

Table 4. Discriminant Validity

Indicator Variable	Work Discipline	Job Satisfaction	Organizational Commitment	Compensation
X1_4	0,6826	0,6907	0,6931	0,7430
X1_5	0,6725	0,7011	0,6795	0,7440
X1_6	0,6920	0,7123	0,7252	0,7942
X2_10	0,6996	0,6836	0,7253	0,6532
X2_8	0,6481	0,6866	0,7469	0,6316
X2_9	0,6480	0,6618	0,7236	0,6508
Y1_10	0,7346	0,6780	0,6701	0,6457
Y1_8	0,8034	0,7290	0,7278	0,6805
Y1_9	0,7335	0,6494	0,6862	0,6393
Y2_12	0,6493	0,7212	0,6611	0,6243
Y2_13	0,6986	0,7132	0,6753	0,6376
Y2_14	0,6366	0,7285	0,6500	0,6869

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Based on Table 4 the cross-loading output can be seen that the correlation of each indicator with its construct is higher than with other constructs. This shows that the latent construct predicts the indicators on the block itself better than the other blocked indicators.

The model has sufficient discriminant validity value if the root value AVE (\sqrt{AVE}) for each construct is higher than the latent variable correlation. The AVE output and latent variable correlation of PLS Algorithm are as follows:

Table 5. Average Variance Extracted

Variable	AVE	\sqrt{AVE}
Work Discipline	0,5843	0,7644
Job Satisfaction	0,5506	0,7420
Organizational Commitment	0,5367	0,7326
Compensation	0,5714	0,7559

Based on the comparison in the table above, it can be seen that the root value of AVE (\sqrt{AVE}) for each construct is higher than AVE, so it can be concluded that all constructs in the estimated model meet the discriminant validity criteria.

Reliability Test

Reliability is an index that shows the extent to which a measuring instrument can be relied upon. Reliability can also be interpreted as the trust and consistency of an index. According to Sugiyono (2016), the instrument is said to be reliable if the instrument is used several times to measure the same object, and can produce the same data. Reliability testing can be performed using Cronbach's alpha statistical techniques. The instrument is said to be reliable if it has a value of $\alpha > 0.60$. High and low reliability is indicated by a number called the reliability coefficient with a range of

0-1. If the reliability coefficient approaches the number 1, the more reliable the measuring instrument. The construct reliability test can be measured by two criteria, namely composite reliability and Cronbach's alpha of the indicator block that measures the construct. The construct is said to be reliable if the composite reliability and Cronbach's alpha values are above 0.70. Output composite reliability and Cronbach's alpha can be presented in the following table:

Table 6. Cronbach's Alpha Value

Variable	Cronbach's Alpha	Composite Reliability
Work Discipline	0,9206	0,9335
Job Satisfaction	0,9371	0,9449
Organizational Commitment	0,9040	0,9205
Compensation	0,8497	0,8888

Testing the Inner Model (Structural Model) with R²

The coefficient of determination aimed at the value R² is to explain variations in the value of the dependent construct. The value of R² can be seen in Table 7 as follows:

Table 7. R Square Value

Variable	R Square
Work Discipline	0,841
Job Satisfaction	0,903

Work Discipline with a variance value of 84.1 percent and the remaining 15.9 percent is explained by other factors outside this study. While the Job Satisfaction variable has a variance of 90.3 percent and the remaining 9.7 percent is explained by other factors outside this study.

Evaluate the Inner Model with Q²

The Q² value is used to measure how well the observational value produced by the model and

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also the estimated parameters. The model is said to be feasible and has a relevant predictive value if it has a Q2 value greater than zero (Q2 > 0). To calculate Q2, the following formula can be used:

$$Q2 = 1 - \frac{R^2_1(1 - R^2_2) \dots (1 - R^2_p)}{R^2_p}$$

$$Q2 = 1 - \frac{(1 - 0,841)(1 - 0,903)}{0,984}$$

From the above calculation, it can be concluded that the value of Q2 > 0 is 0.984 so it can be said that the proposed structural model is relevant.

19. Inner Model Evaluation with Goodness of Fit (GoF)

To calculate the Goodness of Fit (GoF) value from the model, it is done manually because PLS has not provided a special menu to calculate GoF. According to Tenehaus et al (2004), GoF PLS can be calculated using the following formula:

$$GoF = \sqrt{AVE} \times R^2$$

$$GoF : \sqrt{0,56} \times 0,872$$

$$GoF = 0,652$$

A small GoF value = 0.1, a moderate GoF value = 0.35 and a large GoF value of 0.38. From R Square and GoF testing, it can be concluded that the model formed in this study is good and accurate.

Estimated Results of Analysis and Significant Tests

To test the hypothesis proposed, it can be seen the t-statistic value after processing the data. The limit for rejecting and accepting the proposed hypothesis is if the t-statistic value exceeds the t-table value ($\alpha = 0.05$) of 1.96 or the probability value of 0.05 and the suitability of the positive or

negative effects of the variable on the original sample value then the hypothesis will be accepted. The estimation results of data analysis can be seen in the following Table 8

Table 8. Parameter Estimation and Test of Significance of Exogenous Constructive Paths

Variable	Original Sample (O)	Sample Mean (M)	Standard Deviation (STDEV)	T Statistics ((O/STDEV))	P Values	Explanation
Discipline -> Job Satisfaction	0,3055	0,2994	0,0904	3,3797	0,0008	Accepted
Commitment -> Discipline	0,6188	0,6194	0,0821	7,5384	0	Accepted
Job Satisfaction -> Compensation	0,3707	0,3775	0,0852	4,351	0	Accepted
Discipline -> Compensation	0,3202	0,3204	0,0865	3,7	0,0002	Accepted
Job Satisfaction -> Job Satisfaction	0,3092	0,3088	0,0822	3,7631	0,0002	Accepted

Work Discipline gives a positive and significant effect on Job Satisfaction, the findings of this study are proven by the coefficient sig = 0.000 < 0.05 and t-count = 3.3797, which means that with the increasing Work Discipline, it will also increase Job Satisfaction. Commitment has a positive and significant influence on Work Discipline, this is evidenced by the coefficient sig = 0,000 < 0.05 and t-count = 7.5384, which means that with increasing organizational commitment, it will also increase Work Discipline. Organizational Commitment gives a positive and significant effect on Job Satisfaction, this is evidenced by the coefficient sig = 0.000 < 0.05 and t-count = 4.351 which means that with increasing commitment, it will also increase Job Satisfaction. Compensation has a positive and significant influence on Work Discipline, this is evidenced by the coefficient sig = 0,000 < 0.05 and t-count = 3.7 which means that with increasing compensation, the Work

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discipline will also increase. Compensation has a positive and significant effect on Job Satisfaction, this is evidenced by the coefficient sig = 0,000 <0.05 and t-count = 3.7631 which means that with increasing commitment, it will also increase Job Satisfaction.

Table 9. Parameter Estimation and Test of Significance of Endogenous Constructive Paths

Variable	Original Sample (O)	Sample Mean (M)	Standard Deviation (STDEV)	T Statistics (O/STDEV)	P Values
Commitment -> Discipline -> Satisfaction	0,189	0,1875	0,0678	2,7876	0,0055
Compensation -> Discipline -> Satisfaction	0,0978	0,0935	0,0331	2,9517	0,0033

Job Satisfaction can be an intervening variable between the Commitment variable and the Job Satisfaction variable, as evidenced by the coefficient sig = 0.005 <0.05. Job Satisfaction can be an intervening variable between the Compensation variable and the Work Discipline variable, as evidenced by the coefficient sig = 0.0033 <0.05.

DISCUSSION

Compensation has a positive and significant influence on Work Discipline, this is evidenced by the coefficient sig = 0,000 <0.05 and t-count = 3.7 which means that with increasing compensation, the Work Discipline will also increase. This means that the desired hypothesis is suitable and has been accepted.

Compensation has a positive and significant effect on Job Satisfaction, this is evidenced by the coefficient sig = 0.000 <0.05 and t-count = 3.7631 which also means that with increasing commitment, it will also increase

Job Satisfaction. This means that the desired hypothesis is suitable and has been accepted.

Commitment has a positive and significant influence on Work Discipline, this is evidenced by the coefficient sig = 0,000 <0.05 and t-count = 7.5384 which means that with increasing commitment, the work discipline will also increase. This means that the desired hypothesis is suitable and accepted.

Commitment has a positive and significant effect on Job Satisfaction, this is evidenced by the coefficient sig = 0.000 <0.05 and t-count = 4.351 which means that with increasing commitment, it will also increase Job Satisfaction. This means that the desired hypothesis is suitable and has been accepted.

Discipline has a positive and significant effect on satisfaction, the findings of this study are evidenced by the coefficient sig = 0.000 <0.05 and t-count = 3.3797, which means that with increasing work discipline, job satisfaction will also increase. This means that the desired hypothesis is suitable and has been accepted.

Job Satisfaction can be an intervening variable between the Compensation variable and the Work Discipline variable, as evidenced by the coefficient sig = 0.0033 <0.05. This means that the desired hypothesis is suitable and accepted.

Job Satisfaction can be an intervening variable between the Commitment variable and the Job Satisfaction variable, as evidenced by the coefficient sig = 0.005 <0.05. This means that the desired hypothesis is suitable and accepted.

Compensation has a positive and significant influence on Work Discipline, this is evidenced by the coefficient sig = 0,000 <0.05 and t-count = 3.7 which means that with increasing compensation, the Work

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Discipline will also increase. This means that the desired hypothesis 18 suitable and accepted. Compensation is all income in the form of money, direct or indirect goods received by employees in return for services provided to the company. The compensation program reflects the organization's efforts to maintain its human resources. 2

Compensation has a positive and significant effect on Job Satisfaction, this is evidenced by the coefficient sig = 0.000 <0.05 and t-count = 3.7631 which also means that with increasing commitment, it will also increase Job Satisfaction. This means that the desired hypothesis is suitable and accepted.

Commitment has a positive and significant influence on Work Discipline, this is evidenced by the coefficient sig = 0,000 <0.05 and t-count = 7.5384 which means that with increasing commitment, the work discipline will also increase. This means that the desired 17 hypothesis is suitable and accepted. Based on the results of testing the above hypothesis it can be concluded that organizational commitment has a positive effect on work discipline.

Commitment has a positive and significant effect on Job Satisfaction, this is evidenced by the coefficient sig = 0.000 <0.05 and t-count = 4.351 which means that with increasing commitment, it will also increase Job Satisfaction. This means that the desired 3 hypothesis is suitable and accepted. The results of this study indicate that organizational commitment has a positive and significant effect on job satisfaction.

Discipline has a positive and significant effect on satisfaction, the findings of this study are evidenced by the coefficient sig = 0.000 <0.05 and t-count = 3.3797, which means

that with increasing work discipline, job satisfaction will also increase. This means that the desired hypothesis is suitable and accepted.

Job Satisfaction can be an intervening variable between the Compensation variable and the Work Discipline variable, as evidenced by the coefficient sig = 0.0033 <0.05. This means that the desired hypothesis is suitable and accepted.

Job Satisfaction can be an intervening variable between the Commitment variable and the Job Satisfaction variable, as evidenced by the coefficient sig = 0.005 <0.05. This means that the desired 20 hypothesis is suitable and accepted. The commitment of members of the organization becomes important for an organization in creating the survival of an organization regardless of organizational form. Earnings have different values for different people. For certain people, jobs that are responsible and challenging may produce neutral or even negative gains. But for others, the acquisition of such work may have a positive value. Because people always have different values, which are associated with the acquisition of work. These differences will cause differences in the level of job satisfaction for work tasks that are essentially the same. Commitment is proven to affect work discipline.

CONCLUSIONS AND SUGGESTIONS

Conclusions

There is a significant effect of Compensation on Work Discipline. Compensation has a positive and significant influence on Work Discipline, this is evidenced by the coefficient sig = 0,000 <0.05 and t-count = 3.7 which means that with increasing compensation, the Work

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Discipline will also increase. This means that the results of the study are following the hypothesis.

There is a significant effect of Compensation on Job Satisfaction. Compensation has a positive and significant effect on Job Satisfaction, this is evidenced by the coefficient sig = 0,000 <0.05 and t-count = 3.7631 which means that with increasing commitment, it will also increase Job Satisfaction. This means that the results of the study are following the hypothesis.

There is a significant influence on Organizational Commitment to Work Discipline. Commitment has a positive and significant influence on Work Discipline, this is evidenced by the coefficient sig = 0,000 <0.05 and t-count = 7.5384, which means that with increasing organizational commitment, it will also increase Work Discipline. This means that the results of the study are following the hypothesis.

Organizational Commitment to Job Satisfaction. Organizational Commitment gives a positive and significant effect on Job Satisfaction, this is evidenced by the coefficient sig = 0.000 <0.05 and t-count = 4.351 which means that with increasing commitment, it will also increase Job Satisfaction. This means that the results of the study are following the hypothesis.

There is a significant influence of Work Discipline on Job Satisfaction. Work Discipline gives a positive and significant effect on Job Satisfaction, the findings of this study are proven by the coefficient sig = 0.000 <0.05 and t-count = 3.3797, which means that with the increasing Work Discipline, it will also increase Job Satisfaction. This means that the results of the study are following the hypothesis.

There is a direct effect of Work Compensation and Discipline on Job Satisfaction can be an intervening variable between the Com-

pensation variable and the Work Discipline variable, as evidenced by the coefficient sig = 0.0033 <0.05. This means that the results of the study are following the hypothesis.

There is a direct influence of Organizational Commitment and Work Discipline on Job Satisfaction. Job Satisfaction can be an intervening variable between the Commitment variable and the Job Satisfaction variable, as evidenced by the coefficient sig = 0.005 <0.05. This means that the results of the study are following the hypothesis.

Suggestions

Compensation is expected to increase employee salaries and wages well so that employees feel satisfied and will be more disciplined in carrying out their duties.

Organizational Commitment employees are expected to have more attitude towards the company to make a good contribution to advance the company.

Work Discipline Employees are expected to be able to obey company regulations, including carrying out the tasks assigned following the provisions to be completed on time.

Job Satisfaction Employees are expected to be able to conduct supervision and employee relations with superiors to create a good work environment.

For Sakinah Wedding Organizer to pay more attention to employees well to be able to do the ability and expertise to advance Sakinah Wedding Organizer in doing business for the future to be more effective and professional in carrying out their respective tasks that have been explored. Also for further researchers are expected to become better research material in terms of research variables, research areas and research samples used.

For further researchers, it is expected to be a better research

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