PENGARUH DISIPLIN KERJA DAN *EMPLOYEE ENGAGEMENT* TERHADAP KEPUASAN KERJA KARYAWAN PT XYZ KARAWANG

THE EFFECT OF WORK DISCIPLINE AND EMPLOYEE ENGAGEMENT ON JOB SATISFACTION AT PT XYZ KARAWANG

Oleh :

Elta Widia
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NON SKRIPSI

PROGRAM STUDI MANAJEMEN

FAKULTAS EKONOMI DAN BISNIS

UNIVERSITAS BUANA PERJUANGAN

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Diajukan sebagai salah satu syarat untuk memperoleh gelar Sarjana Manajemen

PROGRAM STUDI MANAJEMEN

FAKULTAS EKONOMI DAN BISIS

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TAHUN 2026

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KATA PENGANTAR

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Karawang, 15 April 2026

Elta Widia

ABSTRAK

Penelitian ini bertujuan menganalisis pengaruh disiplin kerja dan employee engagement terhadap kepuasan kerja karyawan PT Anaszaen pada bidang outsourching. Metode kuantitatif digunakan dengan sampel 47 karyawan, dengan sample jenuh. Pengumpulan data melalui kuesioner dengan skala likert 1–5 dan analisis menggunakan regresi linear berganda dengan SPSS 26. Hasil uji t menunjukkan disiplin kerja dan employee engagement berpengaruh positif dan signifikan secara parsial terhadap kepuasan kerja. Uji F membuktikan pengaruh signifikan secara simultan, dengan koefisien determinasi (R^2) sebesar 0,725. Disimpulkan bahwa peningkatan disiplin kerja dan employee engagement dapat meningkatkan kepuasan kerja. Temuan ini memberikan implikasi praktis bagi penyusunan kebijakan SDM yang lebih strategis di perusahaan.

Kata Kunci : Disiplin Kerja, Employee Engagement, Kepuasan Kerja

ABSTRACT

This study aims to analyze the effect of work discipline and employee engagement on employee job satisfaction at PT Anaszaen in the outsourcing sector. A quantitative method was employed using a saturated sampling technique, with a total sample of 47 employees. Data were collected through questionnaires using a 5-point Likert scale and analyzed using multiple linear regression with SPSS version 26. The results of the t-test indicate that work discipline and employee engagement have a positive and significant partial effect on job satisfaction. The F-test demonstrates a significant simultaneous effect, with a coefficient of determination (R^2) of 0.725. It can be concluded that improving work discipline and employee engagement can enhance job satisfaction. These findings provide practical implications for developing more strategic human resource policies within the company.

Key words: Work Discipline, Employee Engagement, Job Satisfaction

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THE EFFECT OF WORK DISCIPLINE AND EMPLOYEE ENGAGEMENT ON EMPLOYEE JOB SATISFACTION AT PT XYZ IN KARAWANG

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ABSTRACT

This study aims to examine the effect of work discipline and employee engagement on employee job satisfaction at PT XYZ in Karawang, particularly in the outsourcing division. A quantitative research method was employed using a saturated sampling technique, with a total sample of 47 employees. Data were collected through questionnaires using a five-point Likert scale and analyzed using multiple linear regression with SPSS version 25. The results of the t-test indicate that work discipline and employee engagement have a positive and significant partial effect on job satisfaction. Furthermore, the F-test shows that both variables simultaneously have a significant effect on job satisfaction, with a coefficient of determination (R^2) of 0.725. It can be concluded that improving work discipline and employee engagement contributes to higher levels of job satisfaction. These findings provide practical implications for the development of more strategic human resource policies within the company.

Keywords: Work Discipline, Employee Engagement, Job Satisfaction, Outsourching Division

INTRODUCTION

The increasingly competitive and dynamic business environment requires organizations to enhance operational effectiveness and efficiency in order to maintain their competitiveness. A company's success in achieving these objectives largely depends on the quality of its human resource management (HRM), as organizational effectiveness and efficiency are determined by how well human resource development is managed (Hidayat Farhan et al., 2023). The practice of outsourcing non-core activities has been shown to reduce labor market frictions and increase organizational flexibility in responding to market dynamics (Felix & Wong, 2025). However, this system also presents serious challenges that affect employee stability and well-being. Low job satisfaction due to job insecurity, weak work discipline, and suboptimal employee engagement are common issues within outsourcing work systems.

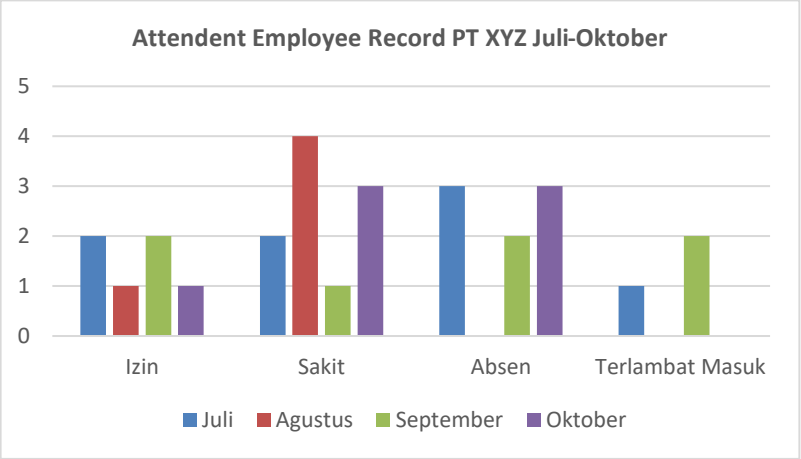
Organizational culture and job crafting play important roles in indirectly

improving employee performance through increased job satisfaction (Rofiqi et al., 2025). On the other hand, the implementation of outsourcing systems often creates disciplinary problems and job insecurity among outsourced workers, as non-permanent employment relationships generate feelings of uncertainty that affect employee motivation, loyalty, and productivity (Manurung et al., 2025). Data from Statistics Indonesia (BPS, 2024) indicate that approximately 59.17% of the workforce in Indonesia remains in the informal sector, including temporary workers and outsourced employees. This highlights the importance of work discipline as a crucial factor in creating stability and optimal performance within fluctuating work environments.

These conditions suggest that work discipline and job satisfaction have a reciprocal relationship, where higher job satisfaction tends to be associated with higher levels of employee discipline (Nur Afifah et al., 2024). Consistent implementation of work discipline and strong employee engagement have been proven to create a sense of comfort and enhance employee job satisfaction (Halim, 2022). Furthermore, the positive influence of work discipline on job satisfaction is supported by research findings indicating that work discipline plays a significant role in improving employee satisfaction simultaneously with work environment variables and employee engagement (Baktiar et al., 2024). In addition, employee engagement has been found to have a positive and significant effect on job satisfaction, while work discipline serves as an important factor in creating workplace order and comfort, although it does not always demonstrate a direct statistical effect (Nur Afifah et al., 2024).

Based on these previous findings, it can be concluded that improving employee job satisfaction, particularly among outsourced workers, largely depends on the consistent implementation of work discipline and the strengthening of employee engagement within the organization. Therefore, work discipline and employee engagement can be viewed as two fundamental factors in creating a productive, harmonious, and satisfying work environment.

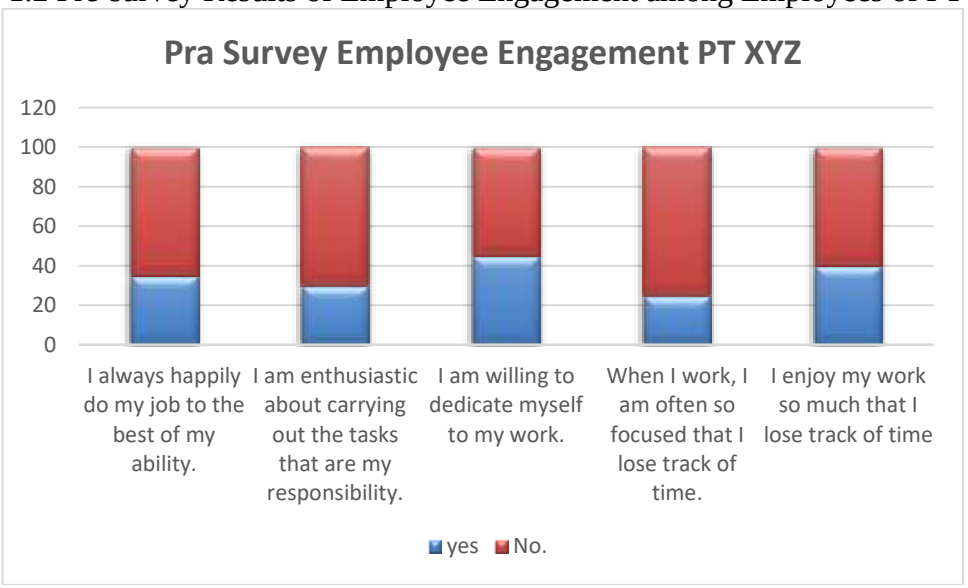
Table 1.1. Attendent Employee of PT XYZ 2025



Source: Author's Data Processing (2025)

Despite these ideal expectations, such conditions have not been fully achieved in outsourcing companies. Based on preliminary observations at PT XYZ, it was found that some outsourced employees demonstrate low levels of work discipline, as indicated by tardiness, high absenteeism without explanation, and a lack of responsibility in completing assigned tasks. Furthermore, declining job satisfaction is also caused by weak employee attachment to the company, reflected in low levels of sense of belonging, work motivation, and concentration during company activities. These findings indicate that many employees have not developed strong commitment and emotional attachment to their work or the organization, which may negatively affect overall job satisfaction and motivation.

Table 1.2 Pre-survey Results of Employee Engagement among Employees of PT XYZ



Source: Author's Data Processing (2025)

Based on the results of the pre-survey conducted among employees of PT

XYZ, it was found that the levels of employee engagement and job satisfaction remain relatively low. The percentage of employees demonstrating enthusiasm, dedication, and focus at work averages below 50%. This condition indicates that the majority of employees lack strong emotional attachment and commitment to their work, resulting in lower job satisfaction levels. Therefore, efforts to improve work discipline and employee engagement are necessary to foster higher job satisfaction and support optimal organizational performance.

Based on the results presented in Table 1.2, the level of employee satisfaction at PT XYZ is still considered low, as indicated by the percentage of respondents answering “Yes” for each indicator. This suggests that most employees have not demonstrated optimal enthusiasm, dedication, and concentration at work, and their emotional attachment to their jobs remains weak. These conditions imply that employee job satisfaction is likely influenced by levels of work discipline and employee engagement, making these two factors essential foundations for improving job satisfaction at PT XYZ.

Although several studies have examined the relationship between work discipline, employee engagement, and job satisfaction, a research gap remains, particularly within the context of outsourcing companies characterized by contractual employment systems and high labor mobility. Previous studies have largely focused on public institutions, and relatively few have positioned job satisfaction as the dependent variable. Therefore, this study entitled “The Effect of Work Discipline and Employee Engagement on Employee Job Satisfaction at PT XYZ” aims to examine the influence of these two variables on the job satisfaction of outsourced employees and to provide empirical contributions to the development of human resource management theory and its strategic implementation in contractual work environments.

RESEARCH METHODS

This study adopted a quantitative research design employing a descriptive approach and multiple linear regression analysis using SPSS version 26. The research process commenced with preliminary observations and a pre-survey to identify issues related to work discipline, employee engagement, and job satisfaction. Subsequently, a comprehensive literature review was conducted to develop the conceptual framework, formulate research hypotheses, and define the

operational variables. In this study, work discipline (X1) and employee engagement (X2) were treated as independent variables, while job satisfaction (Y) was designated as the dependent variable. The research was conducted at PT XYZ, Karawang.

The population comprised all 47 outsourcing employees of PT XYZ. A saturated sampling technique (census method) was employed, whereby the entire population was included as the research sample. Primary data were collected through structured interviews and questionnaire distribution, while secondary data were obtained from relevant books and scholarly journals. Prior to hypothesis testing, the data were subjected to validity, reliability, and normality tests to ensure measurement accuracy and compliance with statistical assumptions. The data were then analyzed using multiple linear regression, and the findings were presented in tabular form and interpreted to address the research objejectives. The uniform appearance will assist the reader to read paper of the proceedings. It is therefore suggested to authors to use the example of this file to construct their papers.

RESEARCH RESULTS AND DISCUSSION

Results

a. Validity Test

The validity test was conducted using a questionnaire to determine whether the collected data were valid and suitable for analysis. With a total of 47 respondents, the degree of freedom was calculated as n–2 (47–2 = 45). At a significance level of 5%, the r-table value was 0.282. An item is considered valid if the calculated r-value (r-count) exceeds the r-table value and the significance value is less than 0.05.

Table 1. Validity Test Results

Variable	Table analys				
	No Item	R Table (5%)	R Hitung	Uji Validitas	Remark
Work Disipline (X1)	X1. 1	0,289	0,774	Valid	used
	X1. 2	0,289	0,454	Valid	used
	X1. 3	0,289	0,603	Valid	used
	X1.4	0,289	0,580	Valid	used
	X1. 5	0,289	0,648	Valid	used
	X1. 6	0,289	0,726	Valid	used

	X1. 7	0,289	0,642	Valid	used
	X1. 8	0,289	0,478	Valid	used
	X1. 9	0,289	0,495	Valid	used
	X1. 10	0,289	0,521	Valid	used
	X1. 11	0,289	0,552	Valid	used
	X1. 12	0,289	0,510	Valid	used
Employee Engagement (X2)	No Item	R Table (5%)	R Hitung	Uji Validitas	Remark
	X1. 1	0,289	0,627	Valid	used
	X1. 2	0,289	0,694	Valid	used
	X1. 3	0,289	0,664	Valid	used
	X1.4	0,289	0,651	Valid	used
	X1. 5	0,289	0,771	Valid	used
	X1. 6	0,289	0,824	Valid	used
	X1. 7	0,289	0,789	Valid	used
	X1. 8	0,289	0,732	Valid	used
	X1. 9	0,289	0,756	Valid	used
	X1. 10	0,289	0,733	Valid	used
	X1. 11	0,289	0,699	Valid	used
	X1. 12	0,289	0,458	Valid	used
Job Satisfication (Y)	No Item	R Table (5%)	R Hitung	Uji Validitas	Remark
	X1. 1	0,289	0,669	Valid	used
	X1. 2	0,289	0,660	Valid	used
	X1. 3	0,289	0,652	Valid	used
	X1.4	0,289	0,604	Valid	used
	X1. 5	0,289	0,798	Valid	used
	X1. 6	0,289	0,789	Valid	used
	X1. 7	0,289	0,839	Valid	used
	X1. 8	0,289	0,587	Valid	used
	X1. 9	0,289	0,744	Valid	used
	X1. 10	0,289	0,613	Valid	used
	X1. 11	0,289	0,701	Valid	used
	X1. 12	0,289	0,700	Valid	used

Source: Processed data using SPSS version 26

Based on the results presented in the table, it can be concluded that all

variables and measurement items are valid. This is evidenced by the fact that the calculated r-values (r-count) for all 12 items exceed the r-table value at a 5% significance level.

b. Reliability Test

The reliability test was conducted to measure the consistency of the questionnaire results when used repeatedly. Reliability was assessed using Cronbach's Alpha coefficient. A variable is considered reliable if the Cronbach's Alpha value exceeds 0.60.

Table 2. Reliability Test

Variabel	N Item	Nilai Croncbach's Alpha	Nilai perbandingan	Deskripsi
Disiplin Kerja (X1)	12	Cronbach's Alpha 0.824	0,6	Realible
Employee Engagement (X2)	12	Cronbach's Alpha 0.899	0,6	Realible
Kepuasan Kerja (Y)	12	Cronbach's Alpha 0.905	0,6	Realible

Based on the results presented in the table, it can be concluded that all variables and based on the results, it can be concluded that all variables are reliable, as their Cronbach's Alpha values exceed 0.60. Therefore, all variables are considered reliable and suitable for use in further analysis.

c. Normality Test

The normality test is conducted to determine whether the data are normally distributed. The decision rule is as follows: if the significance value is greater than 0.05, the data are considered normally distributed; if the significance value is less than 0.05, the data are not normally distributed.

Table 3. Normality Test Results

One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		47
Normal Parameters[a,b]	Mean	,0000000
	Std. Deviation	3,44798209
Most Extreme Differences	Absolute	,155
	Positive	,116
	Negative	-,155
Test Statistic		,155

Asymp. Sig. (2-tailed)			,006[c]
Monte Carlo Sig. (2-tailed)	Sig.		,183[d]
	99% Confidence Interval	Lower Bound	,173
		Upper Bound	,193

a. Test distribution is Normal.

b. Calculated from data.

c. Lilliefors Significance Correction.

Source: Processed data using SPSS version 26

Based on the results of the normality test, the significance value (Sig.) obtained from the Kolmogorov–Smirnov test using Monte Carlo Sig. (2-tailed) is greater than 0.05 (0.183 > 0.05). The Monte Carlo significance approach was applied because the sample size was relatively small (n = 47), providing a more accurate estimation compared to the Asymp. Sig. value. Therefore, it can be concluded that the data in this study are normally distributed and meet the normality assumption required for further statistical analysis.

d. Multicollinearity Test

Multicollinearity is indicated when the tolerance value is less than 0.10 or the Variance Inflation Factor (VIF) exceeds 10.

Table 4. Multicollinearity Test Result

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients			Collinearity Statistics	
		B	Std. Error	Beta	t	Sig.	Tolerance	VIF
1	(Constant)	-2,277	5,207		-,437	,664		
	Work Disipline (X1)	,508	,127	,404	3,988	,000	,609	1,642
	Employee Engagement (X2)	,521	,098	,538	5,311	,000	,609	1,642

a. Dependent Variable: job satisfication (Y)

Source: Processed data using SPSS version 26

Based on the multicollinearity test results, it can be concluded that multicollinearity does not occur in this model. This is evidenced by the tolerance values (0.609 >

0.10) and VIF values (1.642 < 10), which meet the acceptable thresholds.

e. Heteroscedasticity Test

Based on the significance value, heteroscedasticity is considered absent if the significance level is greater than 0.05.

Table 5. Heteroscedasticity Test Results

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients			Collinearity Statistics	
		B	Std. Error	Beta	t	Sig.	Tolerance	VIF
1	(Constant)	5,736	3,714		1,544	,130		
	Work Disipline (X1)	-,021	,091	-,045	-,236	,815	,609	1,642
	Employee Engagement (X2)	-,046	,070	-,124	-,651	,518	,609	1,642

a. Dependent Variable: Abs_RES

Source: Processed data using SPSS version 26

Based on the heteroscedasticity test results, the significance value for Work Discipline (X1) is 0.815 and for Employee Engagement (X2) is 0.518. Since both values are greater than 0.05, it can be concluded that heteroscedasticity is not present in the regression model.

f. Multiple Linear Regression Analysis

Multiple linear regression analysis was conducted to determine the effect of Work Discipline (X1) and Employee Engagement (X2) on Employee Job Satisfaction (Y) at PT XYZ Karawang. The results of the regression analysis are presented in Table 6 below.

Table 6. Multiple Linear Regression Results

Coefficients[a]

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
	B	Std. Error	Beta			Tolerance	VIF

1	(Constant)	-2,277	5,207		-,437	,664		
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a. Dependent Variable: job satisfication (Y)

Source: Processed data using SPSS version 26

Based on the results of the multiple linear regression analysis, the regression equation obtained is $Y = -2.277 + 0.508X_1 + 0.521X_2$. Y represents Job Satisfaction, X_1 represents Work Discipline, and X_2 represents Employee Engagement.

The regression coefficient of 0.508 for Work Discipline (X_1) indicates a positive relationship, meaning that a one-unit increase in Work Discipline leads to an increase of 0.508 units in Job Satisfaction, assuming other variables remain constant. Similarly, the regression coefficient of 0.521 for Employee Engagement (X_2) indicates a positive effect, meaning that a one-unit increase in Employee Engagement leads to an increase of 0.521 units in Job Satisfaction.

g. t-Test (Partial Test)

The t-test was conducted to determine the partial effect of each independent variable on the dependent variable. The results of the partial t-test are presented in Table 7 below.

Table 7. Partial t-Test Results

Coefficients[a]

Model		Unstandardized Coefficients B	Unstandardized Coefficients Std. Error	Standardized Coefficients Beta	t	Sig.	Collinearity Statistics Tolerance	Collinearity Statistics VIF
1	(Constant)	-2,277	5,207		-,437	,664		
	Work Disipline (X1)	,508	,127	,404	3,988	,000	,609	1,642
	Employee Engagement (X2)	,521	,098	,538	5,311	,000	,609	1,642

a. Dependent Variable: Job Satisfication (Y)

Based on the partial t-test results:

1. The Work Discipline variable (X1) has a significance value of 0.000 (< 0.05), indicating that it significantly affects Job Satisfaction (Y). Therefore, Work Discipline has a positive and significant effect on Job Satisfaction.

2. The Employee Engagement variable (X2) has a significance value of 0.000 (< 0.05), indicating that it also significantly affects Job Satisfaction (Y). Thus, Employee Engagement has a positive and significant effect on Job Satisfaction.

h. F-Test (Simultaneous Test)

The F-test was conducted to determine the simultaneous effect of the independent variables on the dependent variable. If the significance value is less than 0.05, the independent variables collectively have a significant effect.

Table 8. F-Test Results (Simultaneous Test)

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	1440,359	2	720,180	57,944	,000[b]
	Residual	546,875	44	12,429		
	Total	1987,234	46			

a. Dependent Variable: Job Satisfication (Y)
b. Predictors: (Constant), Work Dicipline(X1), Employee Engagement (X2)

Based on the ANOVA table, the significance value is less than 0.05 (0.000 < 0.05), and the calculated F-value (57.944) is greater than the F-table value (3.21). Therefore, it can be concluded that Work Discipline and Employee Engagement simultaneously have a significant effect on Job Satisfaction.

i. Coefficient of Determination (R^2 Test)

The coefficient of determination test was conducted to measure the extent to which Work Discipline (X1) and Employee Engagement (X2) explain the variation in Job Satisfaction (Y).

Table 9. Coefficient of Determination Results

Model Summary[b]

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,851[a]	,725	,712	3,525

a. Predictors: (Constant), Employee Engagement (X2), Work Disipline (X1)
b. Dependent Variable: Job Satisfication (Y)
Source: Processed data using SPSS version 26

The R Square value of 0.725 indicates that 72.5% of the variation in Job Satisfaction can be explained by Work Discipline and Employee Engagement. The remaining 27.5% is influenced by other variables not examined in this study.

DISCUSSION

The Effect of Work Discipline on Job Satisfaction

The partial test results indicate that work discipline has a positive and significant effect on job satisfaction among outsourcing employees at PT XYZ (Sig. 0.000 < 0.05). This finding suggests that compliance with company regulations, punctuality, and responsibility in task completion contribute to higher levels of job satisfaction. Work discipline fosters order, fairness, and psychological comfort in the workplace, particularly within outsourcing systems. These results are consistent with (Baktiar et al., 2024), who emphasized that work discipline plays a crucial role in creating a conducive work environment and enhancing employee job satisfaction.

The Effect of Employee Engagement on Job Satisfaction

Employee engagement also demonstrates a positive and significant effect on job satisfaction (Sig. 0.000 < 0.05), with a higher beta coefficient compared to work discipline. This indicates that emotional and psychological attachment is a more dominant factor in improving job satisfaction. Employees with high levels of vigor, dedication, and absorption tend to show greater enthusiasm and focus, leading to increased job satisfaction. This finding aligns with (Iswara Putri et al., 2021), who identified employee engagement as a primary determinant of job satisfaction, particularly in contractual employment systems.

The Simultaneous Effect of Work Discipline and Employee Engagement on Job Satisfaction

The simultaneous test results reveal that work discipline and employee engagement jointly have a significant effect on job satisfaction (F = 57.944; Sig. 0.000 < 0.05). The coefficient of determination (R^2) of 0.725 indicates that 72.5% of the variance in job satisfaction is explained by these two variables, while 27.5% is influenced by other factors not included in the model. This finding is consistent with (Nur Afifah et al., 2024), who highlighted the importance of balancing structural and psychological factors in shaping employee job satisfaction.

CONCLUSION AND IMPLICATIONS

Conclusion

1.Work discipline has a positive and significant effect on job satisfaction among employees at PT XYZ Karawang.

2. Employee engagement exerts a more dominant influence on job satisfaction compared to work discipline.

3. Simultaneously, both variables significantly affect job satisfaction, contributing 72.5% to its variance.

4. Enhancing job satisfaction among outsourcing employees requires an integrated approach that combines consistent disciplinary practices with strategies aimed at strengthening employees' emotional attachment to the organization.

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PENGARUH DISIPLIN KERJA, MOTIVASI KERJA, DAN BEBAN KERJA TERHADAP KEPUASAN KERJA KARYAWAN PT SCHNEIDER ELECTRIC MANUFACTURING BATAM (Vol. 24, Issue)

DAFTAR LAMPIRAN

Lampiran 1. Cek Hasil Turnitin

UNIVERSITAS BUANA PERJUANGAN KARAWANG
TERAKREDITASI BAN-PT
UPT PERPUSTAKAAN
NPP 3215032D2000001
Jl. H.S Ronggowaluyo Telukjambe Timur Karawang 41361 Tel./Fax. (0267) 8403140
Site: http://ubpkarawang.ac.id Email: perpustakaan@ubpkarawang.ac.id

SURAT KETERANGAN LULUS PENGECEKAN TURNITIN

Nomor: 291/UT/PK/2026

Perpustakaan UBP Karawang dengan ini, menerangkan bahwa mahasiswa dengan data diri sebagai berikut:

Nama : **Elta Widia**

NIM : **22416261201267**

Prodi : **Manajemen**

Fakultas : **Ekonomi dan Bisnis**

Telah melaksanakan pengecekan tugas akhir/skripsi/artikel yang berjudul

PENGARUH DISIPLIN KERJA DAN EMPLOYEE ENGAGEMENT TERHADAP KEPUASAN KERJA KARYAWAN PT XYZ DI KARAWANG

menggunakan Turnitin dengan presentase ***Similarity Index*** sebagai berikut :

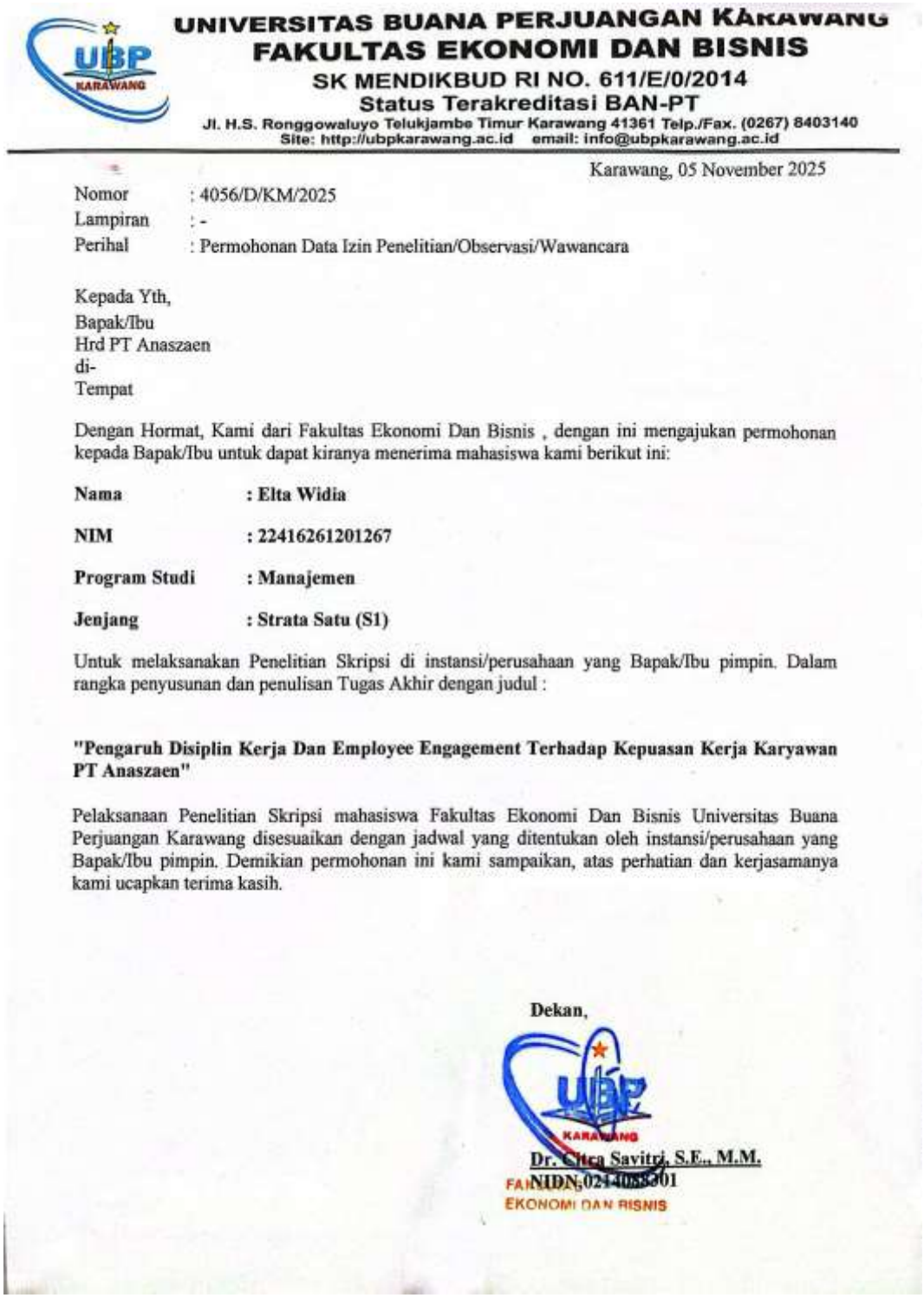
Similarity Index
16%

Demikian surat keterangan ini dibuat untuk dipergunakan sebagaimana mestinya.

Karawang, 9 April 2026
Kepala Perpustakaan,

Aji Tuhagana, S.Ag., SE., MM.
NIP. 416200019

Lampiran 2. Surat Permohonan Izin Penelitian dari Kampus



UNIVERSITAS BUANA PERJUANGAN KARAWANG
FAKULTAS EKONOMI DAN BISNIS
SK MENDIKBUD RI NO. 611/E/0/2014
Status Terakreditasi BAN-PT
Jl. H.S. Ronggowaluyo Telukjambe Timur Karawang 41361 Telp./Fax. (0267) 8403140
Site: http://ubpkarawang.ac.id email: info@ubpkarawang.ac.id

Karawang, 05 November 2025

Nomor : 4056/D/KM/2025
Lampiran : -
Perihal : Permohonan Data Izin Penelitian/Observasi/Wawancara

Kepada Yth,
Bapak/Ibu
Hrd PT Anaszaen
di-
Tempat

Dengan Hormat, Kami dari Fakultas Ekonomi Dan Bisnis , dengan ini mengajukan permohonan kepada Bapak/Ibu untuk dapat kiranya menerima mahasiswa kami berikut ini:

Nama **: Elta Widia**

NIM **: 22416261201267**

Program Studi **: Manajemen**

Jenjang **: Strata Satu (S1)**

Untuk melaksanakan Penelitian Skripsi di instansi/perusahaan yang Bapak/Ibu pimpin. Dalam rangka penyusunan dan penulisan Tugas Akhir dengan judul :

"Pengaruh Disiplin Kerja Dan Employee Engagement Terhadap Kepuasan Kerja Karyawan PT Anaszaen"

Pelaksanaan Penelitian Skripsi mahasiswa Fakultas Ekonomi Dan Bisnis Universitas Buana Perjuangan Karawang disesuaikan dengan jadwal yang ditentukan oleh instansi/perusahaan yang Bapak/Ibu pimpin. Demikian permohonan ini kami sampaikan, atas perhatian dan kerjasamanya kami ucapkan terima kasih.

Dekan,

Dr. Citra Savitri, S.E., M.M.
NIDN. 0214088301

Lampiran 3. Surat Persetujuan Penelitian



PT. AnasZaen
Dusun Babakan Desa Kiarapayung Kec. Klari – Karawang
Telp.Fax : 0267 8618336

Nomor : **01_02 / PT.AZ / XII / 2025**
Lampiran : -
Perihal : **Surat Balasan Penelitian Tugas Akhir**

Kepada Yth
Dekan Fakultas Manajemen
Universitas Buana Perjuangan Karawang
Dengan Hormat

Merujuk Kepada surat No. 4056/D/KM/2025 tentang permohonan Data Izin Penelitian Tugas Akhir di Perusahaan Kami dengan ini menerima mahasiswa :

Nama : **Elta Widia**
Nim : **22416261201267**
Program Studi : **Manajemen**
Semester : **V (Lima)**
No.Hp : **088213642036**

Dengan ini mengijinkan untuk melaksanakan permohonan data izin penelitian Tuga Akhir di Perusahaan kami PT.Anaszaen mulai tanggal 10 Oktober 2025 s/d 10 Januari 2026.

Demikian surat balasan ini kami buat untuk di proses atas perhatian dan kerjasamanya kami ucapkan terimakasih.

Karawang 10 Oktober 2025

H.Murdin Jaenudin
PT.Anaszaen

Jl. Raya Kopel Dusun Babakan Desa Kiarapayung Kec. Klari – Kab. Karawang
Jawabarat Kode Pos 41371

Lampiran 4. LOA

The 3rd International Conference on Business dan Enterpreneurship for National's Sustainability

Faculty of Economics and Business
Universitas Buana Perjuangan Karawang

Number : 520/D/A/2026
Appendix : 1
Subject : Presenter Invitation

Dear, Elta Widia
Presenter of The 3rd International Conference on Business and Entrepreneurship for Nation's Sustainability (ICBENS 2026)

I am writing to extend my warmest congratulations on accepting your abstract presentation for the upcoming "The 3rd International Conference on Business and Entrepreneurship for Nation's Sustainability (ICBENS 2026)" scheduled to take place on **Wednesday, April 8, 2026**. Your submission, was thoroughly reviewed by our selection committee, and we are thrilled to inform you that your abstract has been selected for inclusion in the conference program.

Your contribution stood out for its innovative approach, rigorous research, and relevance to the themes and objectives of our conference. We believe your presentation will make a valuable addition to our event, enriching the discussions and advancing knowledge in your field.

Presentation Instructions

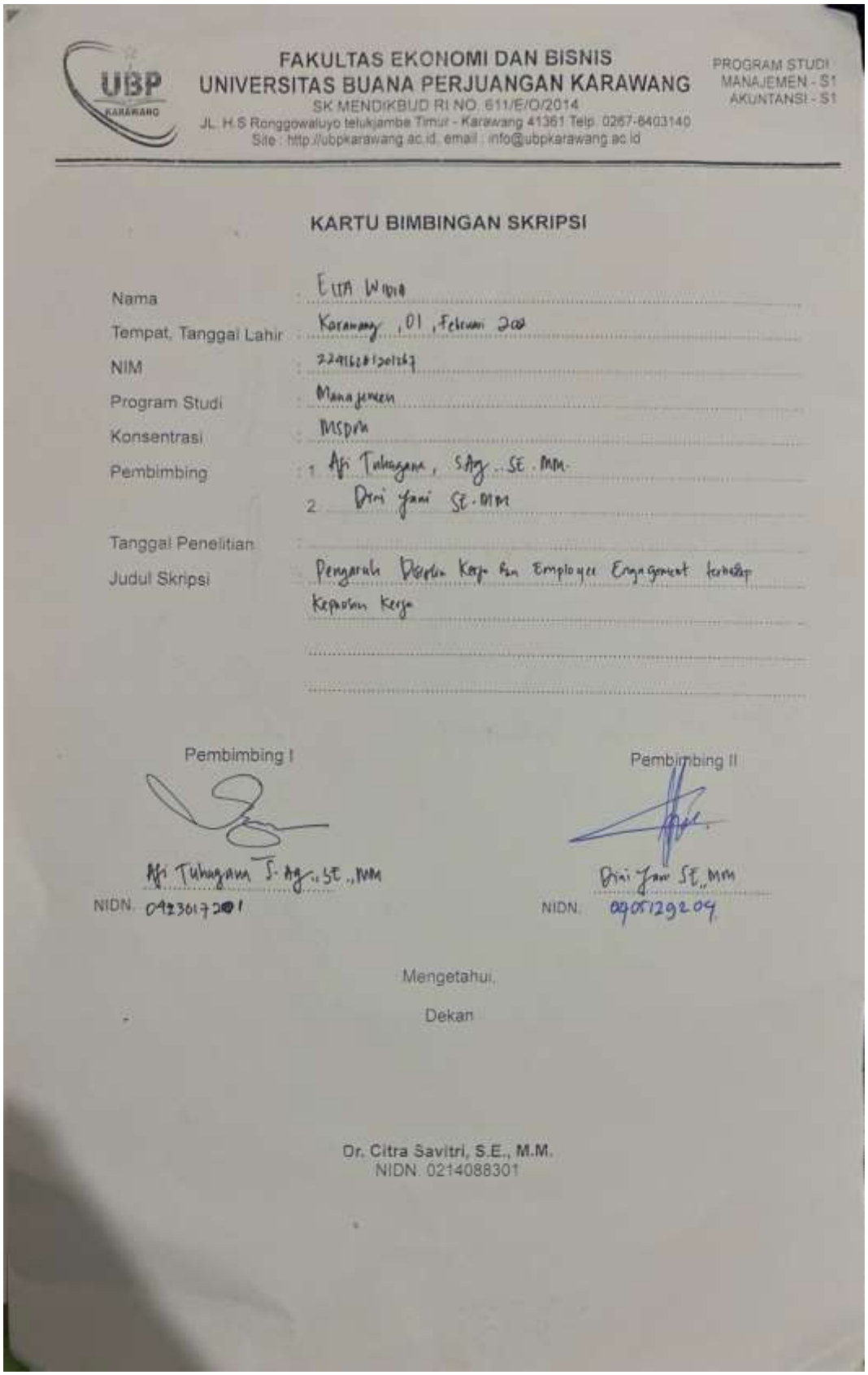
Please prepare a **7 minutes** presentation of your abstract. The reviewer will give comments at the end of your presentation. Each presentation including Q&A session will take **15 minutes** in total.

Please check the list of abstract presentations as well as breakout room allocation (Zoom meeting) as attached. I look forward to seeing you online soon.

Yours truly,

Syifa Pramudita Faddila, S.ST., M.KM., M.M
Conference Convenor

Lampiran 5. Kartu Bimbingan



FAKULTAS EKONOMI DAN BISNIS
UNIVERSITAS BUANA PERJUANGAN KARAWANG
SK MENDIKBUD RI NO. 611/E/O/2014
JL. H.S Ronggowaluyo telukjambe Timur - Karawang 41361 Telp. 0267-8403140
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PROGRAM STUDI
MANAJEMEN - S1
AKUNTANSI - S1

KARTU BIMBINGAN SKRIPSI

Nama : Elia Widia
Tempat, Tanggal Lahir : Karawang, 01, Februari 200
NIM : 2291620130167
Program Studi : Manajemen
Konsentrasi : MSDM
Pembimbing : 1. Afi Tuhagana, S.Ag., SE., MM.
2. Dini Jani SE., MM
Tanggal Penelitian :
Judul Skripsi : Pengaruh Disiplin Kerja dan Employee Engagement terhadap Kepuasan Kerja

Pembimbing I

Afi Tuhagana S. Ag., SE., MM
NIDN. 0423017201

Pembimbing II

Dini Jani SE., MM
NIDN. 0405129204

Mengetahui,
Dekan

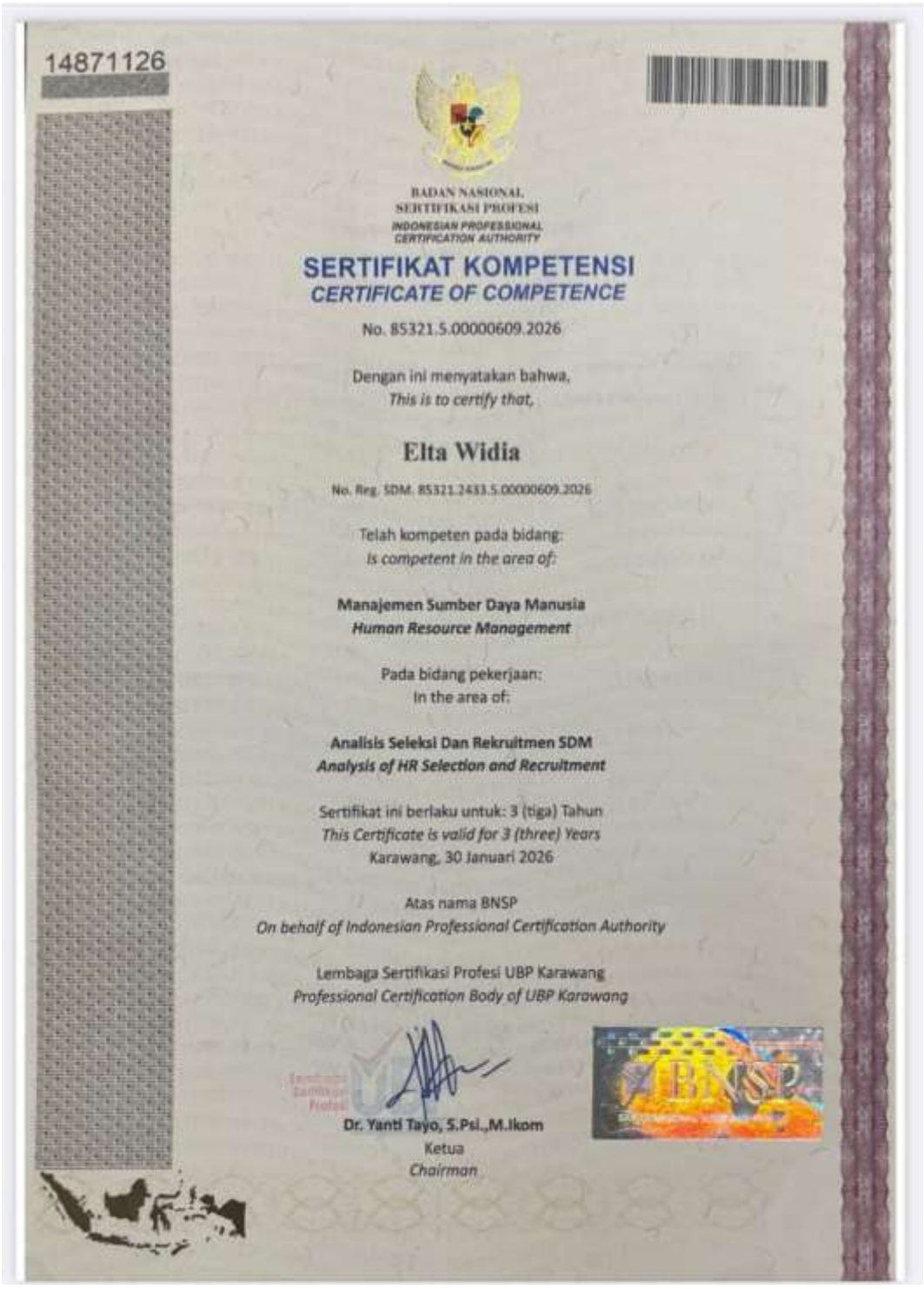
Dr. Citra Savitri, S.E., M.M.
NIDN. 0214088301

KOREKSI
BIMBINGAN SKRIPSI

Nama : Elin Wiha
NIM : 2241626170263
Konsentrasi : MSDM
Prog. Studi : S-1 Manajemen

Tanggal	Koreksi	Paraf Pembimbing	Paraf Mahasiswa
9/10/2025	Bimbingan Judul		
11/10/2025	Bimbingan Judul		
23/10/2025	Bimbingan Bab I		
28/10/2025	Bimbingan Bab I		
5/11/2025	Bimbingan Bab I & II		
12/11/2025	Bimbingan Bab II		
20/11/2025	Acc Bab II & Bimbingan		
15/12/2025	Acc Instrument		
22/12/2025	Pencabaran dan Hasil		
	Acc. ICBGMS		

Lampiran 6. Sertifikat Uji Kompetensi



14871126

BADAN NASIONAL
SERTIFIKASI PROFESI
INDONESIAN PROFESSIONAL CERTIFICATION AUTHORITY

SERTIFIKAT KOMPETENSI
CERTIFICATE OF COMPETENCE

No. 85321.5.00000609.2026

Dengan ini menyatakan bahwa,
This is to certify that,

Elta Widia

No. Reg. SDM. 85321.2433.5.00000609.2026

Telah kompeten pada bidang:
Is competent in the area of:

Manajemen Sumber Daya Manusia
Human Resource Management

Pada bidang pekerjaan:
In the area of:

Analisis Seleksi Dan Rekruitmen SDM
Analysis of HR Selection and Recruitment

Sertifikat ini berlaku untuk: 3 (tiga) Tahun
This Certificate is valid for 3 (three) Years
Karawang, 30 Januari 2026

Atas nama BNSP
On behalf of Indonesian Professional Certification Authority

Lembaga Sertifikasi Profesi UBP Karawang
Professional Certification Body of UBP Karawang

Dr. Yanti Tayo, S.Psi.,M.Ikom
Ketua
Chairman

Lampiran 7. Kuisioner Penelitian

ANGKET SURVEY PENELITIAN

Yth. Karyawan PT Anaszaen
Bapak/Ibu yang saya hormati,
Di tengah kesibukan Bapak/Ibu dalam pekerjaan, izinkanlah saya memohon bantuan Bapak/Ibu untuk mengisi angket ini. Angket ini digunakan untuk mengumpulkan data yang berkaitan dengan penelitian skripsi saya yang berjudul "Pengaruh Disiplin Kerja, Keterikatan Kerja terdahap Kepuasan Kerja Karyawan PT Anaszaen."
Jawaban Bapak/Ibu tidak akan memberikan pengaruh terhadap penilaian dari pimpinan. Jawaban yang saya harapkan adalah jawaban yang sesuai dengan kenyataan dan kondisi yang Bapak/Ibu rasakan. Oleh karena itu saya mengharapkan Bapak/Ibu menjawab sesuai dengan kenyataan dalam memberikan jawaban angket ini. Terima kasih.

Hormat saya,

ELTA WIDIA

I. Identitas Karyawan

Berilah tanda *check list* (√) untuk setiap jawaban yang menurut anda paling sesuai dengan diri anda

1. Nama :.....
2. Jenis Kelamin : ☐ Pria ☐ Wanita
3. Usia : ☐ 18-25 Tahun ☐ 31-40 Tahun ☐ 26-30 Tahun ☐ > 40 Tahun

II. Petunjuk Pengisian

Berilah tanda centang (√) pada alternatif jawaban yang telah disediakan. Diharapkan semua pertanyaan tidak ada yang dikosongkan karena jawaban tersebut sesuai dengan pendapat sendiri, maka tidak ada jawaban yang dianggap salah.

Disiplin Kerja (X1)

No	Pernyataan	Jawaban				
		STS	TS	KS	S	SS
1	Saya jarang terlambat dalam memulai pekerjaan setiap harinya					
2	Saya hadir bekerja setiap hari sesuai ketentuan tanpa sering mengambil izin					
3	Saya tidak pernah sengaja melanggar aturan kerja yang berlaku di perusahaan.					
4	Saya selalu mematuhi seluruh peraturan perusahaan yang telah ditetapkan					
5	Saya menjalankan setiap kebijakan perusahaan sesuai dengan prosedur yang berlaku					
6	Saya memastikan bahwa setiap tugas yang saya kerjakan telah sesuai dengan SOP perusahaan					
7	Saya tidak mengabaikan langkah-langkah kerja yang telah ditetapkan dalam SOP					
8	Saya selalu melaksanakan tugas yang diberikan kepada saya dengan penuh tanggung jawab					
9	Saya memastikan setiap pekerjaan yang saya mulai dapat saya selesaikan dengan baik dan tepat waktu					
10	Saya selalu berperilaku sesuai dengan etika kerja yang telah ditetapkan perusahaan					
11	Saya menjaga sikap dan tindakan agar tetap mencerminkan nilai-nilai perusahaan					
12	Saya menghindari setiap bentuk pelanggaran etika dan berusaha menjadi contoh bagi rekan kerja					

Employee Engagement (X2)

No	Pernyataan	Jawaban				
		STS	TS	KS	S	SS
1	Saya merasa memiliki energi yang cukup untuk menyelesaikan tugas-tugas kerja setiap hari.					
2	Saya mampu tetap tenang dan tetap bekerja dengan baik meskipun menghadapi tekanan atau masalah di tempat kerja.					
3	Saya merasa termotivasi untuk menghadapi tantangan dalam pekerjaan dan berusaha mencari solusi terbaik.					
4	Saya merasa termotivasi ketika menghadapi tugas yang menantang di tempat kerja.					
5	Saya senang mencari cara baru untuk menyelesaikan pekerjaan yang sulit.					
6	Saya merasa antusias setiap kali memulai pekerjaan saya.					
7	Saya bangga dengan pekerjaan yang saya lakukan di perusahaan ini.					
8	Saya merasa terinspirasi untuk memberikan hasil kerja terbaik setiap hari.					
9	Saya dapat menjaga fokus saat bekerja meskipun terdapat gangguan di sekitar.					
10	Saya memastikan setiap pekerjaan yang saya mulai dapat saya selesaikan dengan baik dan tepat waktu					
11	Saya sering tetap memikirkan pekerjaan meskipun waktu kerja telah selesai.					
12	Saya merasa sulit menghentikan pekerjaan ketika sedang terlibat dalam suatu tugas.					

Kepuasan Kerja (Y)

No	Pernyataan	Jawaban				
		STS	TS	KS	S	SS
1	Saya merasa terdorong untuk menyelesaikan tugas yang memiliki tingkat kesulitan lebih tinggi.					
2	Pekerjaan yang saya lakukan memberikan saya kesempatan untuk terus belajar dan mengembangkan kemampuan.					
3	Saya merasa bahwa tugas dan tanggung jawab yang diberikan kepada saya memiliki makna dan kontribusi penting bagi perusahaan.					
4	Saya merasa kompetensi saya sesuai dengan tuntutan pekerjaan.					
5	Saya menilai upah yang saya terima sudah adil dibandingkan dengan pekerjaan yang saya lakukan.					
6	Saya merasa upah yang saya terima sudah layak untuk memenuhi kebutuhan saya.					
7	Saya merasa perusahaan memberikan kesempatan bagi saya untuk mengembangkan karir					
8	Saya memiliki hubungan kerja yang harmonis dengan rekan kerja.					
9	Interaksi dengan rekan kerja meningkatkan kepuasan kerja saya.					
10	Saya merasa lingkungan kerja di perusahaan ini aman untuk menjalankan tugas.					
11	Lingkungan kerja saya mendukung kelancaran aktivitas dan produktivitas kerja.					
12	Fasilitas kerja yang disediakan perusahaan memadai untuk membantu saya menyelesaikan tugas.					

Lampiran 8. Tabulasi Data Responden

No.	Pertanyaan	DATA YANG DIPEROLEH								
		STS	TS	N	S	SS	JUMLAH SAMPLE	SKOR TOTAL		IDEAL SCORE
1	Saya sering datang terlambat dalam menuntu pekerjaan saya	0	1	11	16	19	47	194	83%	235
2	Saya kurir bekerja sesuai hari sesuai ketentuan tanpa sering mengantuk izin	0	1	5	22	19	47	200	85%	235
3	Saya tidak pernah melanggar aturan kerja yang berlaku di perusahaan	0	0	6	19	22	47	204	87%	235
4	Saya selalu mematuhi seluruh peraturan perusahaan yang telah ditetapkan	0	0	5	21	19	47	202	86%	235
5	Saya menjalankan setiap kebijakan perusahaan sesuai dengan prosedur yang berlaku	0	0	15	10	22	47	195	83%	235
6	Saya memastikan bahwa setiap tugas yang saya kerjakan telah sesuai dengan SOP perusahaan	0	1	11	10	25	47	200	85%	235
7	Saya pernah mengerjakan peraturan demi keprakteran	0	0	3	25	19	47	204	87%	235
8	Saya selalu mendokumentasi tugas yang diberikan kepada saya dengan penuh tanggung jawab	0	1	4	23	19	47	201	86%	235
9	Saya memastikan setiap pekerjaan yang saya mulai dapat saya selesaikan dengan baik dan tepat waktu	0	0	7	20	20	47	201	86%	235
10	Saya selalu berperilaku sesuai dengan etika kerja yang telah ditetapkan perusahaan	0	0	7	21	19	47	200	85%	235
11	Saya menjaga sikap dan tindakan agar tetap memperhatikan nilai-nilai perusahaan	0	0	5	22	20	47	203	86%	235
12	Saya mengharapkan setiap bentuk pelanggaran etika dan berusaha menjadi contoh bagi rekan kerja	0	0	7	16	24	47	205	87%	235
								TOTAL SKOR TOTAL		2489
								TOTAL SKOR IDEAL		5229
								PRESENTASI SKOR		46%

EMPLOYEE ENGAGEMENT										
No.	Pertanyaan	STS	TS	N	S	SS	JUMLAH SAMPLE	SKOR TOTAL		IDEAL SCORE
1	Saya merasa memiliki energi yang cukup untuk menyelesaikan tugas-tugas kerja setiap hari.	0	1	11	15	20	47	195	83%	235
2	Saya merasa tetap tenang dan tetap bekerja dengan baik meskipun menghadapi tekanan atau masalah di tempat kerja.	1	2	6	23	21	47	202	86%	235
3	Saya merasa termotivasi untuk menghadapi tantangan dalam pekerjaan dan bersedia mencari solusi terbaik.	0	0	9	15	23	47	202	86%	235
4	Saya merasa termotivasi hanya saat menghadapi tugas yang sesuai di tempat kerja.	0	0	6	8	32	47	214	91%	235
5	Saya kreatif dan mencari cara baru untuk menyelesaikan pekerjaan yang sulit.	1	0	6	13	21	47	188	80%	235
6	Saya merasa antusias setiap kali memulai pekerjaan saya.	0	1	11	10	25	47	200	85%	235
7	Saya bangga dengan pekerjaan yang saya lakukan di perusahaan ini.	0	0	7	21	19	47	200	85%	235
8	Saya merasa bertanggung jawab memberikan hasil kerja terbaik setiap hari.	0	0	7	18	21	47	202	86%	235
9	Saya memiliki kebebasan fokus kerja ketika bekerja.	1	10	6	8	18	47	165	70%	235
10	Saya memastikan setiap pekerjaan yang saya mulai dapat saya selesaikan dengan baik dan tepat waktu.	0	1	5	22	19	47	200	85%	235
11	Saya jarang memaksakan pekerjaan ketika waktu kerja telah usai.	0	0	7	23	17	47	198	84%	235
12	Saya merasa sulit menghentikan pekerjaan ketika sedang terlibat dalam suatu tugas.	0	0	6	8	20	47	184	78%	235
								TOTAL SKOR TOTAL		2350
								TOTAL SKOR IDEAL		5170
								PRESENTASI SKOR		45%

KEPUASAN KERJA										
No.	Pertanyaan	STS	TS	N	S	SS	JUMLAH SAMPLE	SKOR TOTAL		IDEAL SCORE
1	Saya merasa terdorong untuk menyelesaikan tugas yang memiliki tingkat kesulitan lebih tinggi.	0	0	10	21	16	47	194	83%	235
2	Pekerjaan yang saya lakukan memberikan saya kesempatan untuk terus belajar dan mengembangkan keterampilan.	0	1	15	17	14	47	185	79%	235
3	Saya merasa bahwa tugas dan tanggung jawab yang diberikan kepada saya memiliki makna dan kontribusi penting bagi perusahaan.	0	0	6	19	22	47	204	87%	235
4	Saya merasa kompetensi saya sesuai dengan tuntutan pekerjaan.	0	0	6	19	22	47	204	87%	235
5	Saya memiliki opsi yang saya rasakan sudah adil dibandingkan dengan pekerjaan yang saya lakukan.	1	0	17	13	16	47	184	78%	235
6	Saya merasa opsi yang saya terima sudah layak untuk memenuhi kebutuhan saya.	0	0	13	13	21	47	198	84%	235
7	Saya merasa perusahaan memberikan kesempatan bagi saya untuk mengembangkan karir.	0	0	15	15	17	47	190	81%	235
8	Saya memiliki hubungan kerja yang harmonis dengan rekan kerja.	0	1	5	25	16	47	197	84%	235
9	Interaksi dengan rekan kerja meningkatkan kepuasan kerja saya.	0	0	11	13	23	47	200	85%	235
10	Saya merasa lingkungan kerja di perusahaan ini nyaman untuk menjalankan tugas.	0	0	6	17	24	47	206	88%	235
11	Lingkungan kerja saya mendukung kolaborasi, aktivitas dan produktivitas kerja.	0	0	9	21	17	47	188	80%	235
12	Fasilitas kerja yang disediakan perusahaan memadai untuk membantu saya menyelesaikan tugas.	0	0	13	18	16	47	191	81%	235
								TOTAL SKOR TOTAL		2367
								TOTAL SKOR IDEAL		5167
								PRESENTASI SKOR		45%

No.	Indikator Pertanyaan Disipilin Kerja												
	1	2	3	4	5	6	7	8	9	10	11	12	total
1	5	4	5	3	5	5	5	4	5	4	5	4	54
2	5	5	5	5	4	5	5	4	5	4	5	5	57
3	5	4	4	4	5	4	4	5	4	4	5	5	53
4	4	5	4	5	4	5	4	5	5	5	5	4	55
5	3	4	4	5	4	4	4	5	4	5	4	5	51
6	4	4	3	4	3	3	4	4	4	**3**	4	5	45
7	4	4	5	4	5	5	3	4	3	3	4	3	47
8	**4**	**3**	**4**	**4**	**3**	**4**	**4**	**4**	**5**	**5**	**5**	**4**	**49**
9	5	**5**	5	4	5	4	5	4	5	5	4	4	55
10	5	5	4	4	5	5	4	4	4	5	4	5	54
11	4	3	3	5	3	5	4	5	4	4	4	5	49
12	5	4	5	5	4	5	5	4	5	4	4	4	54
13	**3**	**4**	**4**	**5**	**3**	**3**	**3**	**4**	**3**	**4**	**4**	**3**	**43**
14	3	4	4	3	5	2	4	5	5	4	3	5	47
15	4	4	5	5	3	5	4	4	4	5	5	5	53
16	3	5	4	4	5	3	4	5	4	4	5	5	51
17	5	4	5	5	5	5	4	4	3	4	5	5	54
18	4	5	5	5	3	4	4	4	4	5	5	5	53
19	3	5	4	4	4	3	5	4	3	4	5	4	48
20	**2**	**5**	**3**	**4**	**3**	**3**	**4**	**3**	**5**	**4**	**4**	**4**	**44**
21	5	5	5	5	5	5	5	4	3	**5**	5	5	57
22	5	5	5	5	5	5	**5**	5	5	5	4	5	59
23	5	5	5	5	4	5	4	5	4	4	5	4	55
24	4	4	4	5	5	5	5	5	5	5	4	3	54
25	3	4	3	4	3	3	4	4	4	4	3	3	42
26	5	**4**	4	5	5	4	5	4	5	4	5	5	55
27	4	5	3	5	4	5	4	5	5	5	5	5	55
28	3	3	4	3	3	4	3	3	4	4	3	4	41
29	5	4	5	5	5	4	4	4	5	4	5	5	55
30	3	4	5	5	5	5	5	5	5	5	3	4	54
31	4	5	4	5	4	5	5	5	4	3	4	5	53
32	4	4	5	5	3	4	5	5	5	5	5	5	55
33	5	5	4	5	5	5	5	4	4	5	4	5	56
34	3	4	4	3	4	3	4	3	3	3	4	4	42
35	5	4	5	5	5	5	4	4	5	5	5	4	56
36	4	**3**	4	5	4	3	4	3	4	3	4	4	45
37	4	4	4	5	3	5	5	5	4	5	4	4	52
38	**3**	**4**	**3**	**3**	**3**	**3**	**4**	**5**	**4**	**3**	**4**	**5**	**44**
39	5	5	5	4	**5**	5	5	5	4	4	5	5	57
40	4	2	4	5	3	5	4	5	4	3	4	3	46
41	5	4	5	5	5	**5**	5	5	5	4	4	4	56
42	5	5	5	5	**5**	5	4	4	5	4	5	4	56
43	5	4	5	5	5	**5**	5	4	5	4	5	5	57
44	5	5	5	5	5	5	5	5	5	5	4	5	59
45	4	3	5	4	3	3	4	4	4	5	4	3	46
46	4	**5**	5	5	5	4	5	4	4	5	4	5	55
47	**3**	**5**	**4**	**4**	**3**	**3**	**4**	**2**	**3**	**4**	**3**	**3**	**41**

No.	Employee Engagement (X2)												
	1	2	3	4	5	6	7	8	9	10	11	12	total
1	3	5	4	5	4	5	4	5	4	4	4	3	50
2	5	5	4	5	4	4	5	5	5	4	5	5	56
3	4	5	3	5	5	5	4	4	2	4	5	4	50
4	4	5	4	5	4	5	5	4	3	4	5	4	52
5	3	5	5	5	5	4	5	5	2	4	5	5	53
6	2	4	3	5	4	3	4	4	4	5	4	5	47
7	4	5	5	4	3	5	4	4	4	4	4	3	49
8	5	4	5	5	4	5	4	4	2	4	5	3	50
9	4	5	4	5	4	5	4	5	5	5	4	4	54
10	5	5	5	5	1	4	4	4	2	4	4	4	47
11	3	4	5	5	2	3	4	3	3	5	4	5	46
12	5	5	5	5	5	4	5	5	5	3	4	5	56
13	3	4	5	5	2	4	3	4	1	5	3	2	41
14	5	4	3	3	2	4	3	4	2	3	3	2	38
15	4	1	5	3	2	3	4	4	2	4	3	2	37
16	4	2	3	5	2	4	5	5	2	4	4	3	43
17	3	4	5	5	5	5	5	3	3	4	4	2	48
18	4	5	4	5	4	4	4	5	5	4	3	2	49
19	5	2	3	5	3	5	3	4	2	4	5	4	45
20	4	4	3	4	3	4	3	4	3	3	3	3	41
21	4	5	5	4	5	4	5	5	5	4	5	5	56
22	5	5	5	5	4	4	4	5	4	5	4	5	55
23	3	5	3	5	3	4	3	4	2	3	4	4	43
24	5	4	4	4	5	4	4	5	5	4	5	5	54
25	3	4	4	3	3	3	3	3	2	3	4	5	40
26	4	5	5	4	5	4	4	3	5	5	4	5	53
27	4	5	4	3	5	5	5	3	5	5	4	5	53
28	5	4	5	5	4	5	5	5	5	5	5	5	58
29	4	5	5	5	5	5	5	5	4	4	5	4	56
30	5	4	4	5	5	5	4	5	5	5	4	5	56
31	5	4	5	5	5	3	5	4	5	5	5	5	56
32	5	5	5	5	5	5	4	5	5	5	4	5	58
33	4	5	5	4	5	4	5	5	5	4	5	5	56
34	5	5	4	5	5	5	4	5	4	5	5	5	57
35	3	4	4	3	4	2	4	3	2	4	4	3	40
36	5	4	4	5	5	5	5	5	3	4	5	5	55
37	4	4	4	3	4	4	3	3	2	5	3	5	44
38	3	4	4	5	5	4	4	5	3	5	5	5	52
39	5	5	5	4	5	5	5	4	2	4	4	5	53
40	5	5	5	5	5	5	5	4	5	5	4	5	58
41	4	4	4	5	4	5	5	4	5	4	4	5	53
42	5	4	5	5	5	3	5	5	2	5	4	5	53
43	5	4	5	5	5	5	5	5	2	5	5	4	55
44	3	4	3	4	2	3	4	4	2	4	4	4	41
45	5	4	5	5	5	5	4	5	5	5	4	5	57
46	3	4	3	4	3	4	4	4	5	2	3	2	41
47	5	4	5	5	4	5	5	4	5	5	5	5	57
													0

No.	Kepuasan Kerja (Y)												
	1	2	3	4	5	6	7	8	9	10	11	12	total
1	5	4	5	4	4	4	4	4	4	4	5	4	51
2	5	5	5	5	4	4	4	4	5	4	4	5	54
3	5	3	4	4	4	5	4	5	4	4	5	4	51
4	4	5	4	5	4	5	5	5	5	5	5	5	57
5	5	4	4	5	4	5	4	5	5	5	4	5	55
6	4	4	5	4	3	3	3	4	4	3	4	4	45
7	4	4	3	4	3	4	4	4	3	3	4	3	43
8	4	3	4	4	3	3	3	4	5	5	4	3	45
9	4	5	5	4	5	5	5	4	3	5	4	5	54
10	3	3	5	4	4	3	3	3	4	5	4	5	46
11	5	4	5	5	5	5	5	5	4	4	4	5	56
12	5	4	5	5	5	4	5	4	5	5	4	4	55
13	3	3	4	4	3	3	3	4	3	4	4	4	42
14	3	4	3	4	3	3	4	5	4	4	3	3	43
15	4	5	5	4	5	5	4	5	5	4	5	3	54
16	3	3	4	3	3	4	3	4	3	4	3	3	40
17	5	4	5	5	5	5	5	4	5	5	5	5	58
18	4	5	5	4	4	5	4	4	5	5	5	5	55
19	3	4	4	3	5	4	3	4	3	4	5	4	46
20	4	3	3	4	3	3	3	3	4	4	4	4	42
21	5	4	5	4	5	5	5	4	5	5	5	4	56
22	5	5	5	5	5	5	5	5	5	5	4	5	59
23	4	3	4	4	4	5	5	4	5	5	5	4	52
24	3	4	4	4	3	4	3	4	4	4	4	3	44
25	4	3	4	4	3	3	3	4	3	4	3	3	41
26	4	5	4	5	5	5	5	4	5	4	5	5	56
27	4	3	5	5	4	4	5	4	5	5	5	4	53
28	3	4	3	3	3	4	3	3	3	3	3	3	38
29	4	4	5	5	5	4	5	4	5	5	5	3	54
30	3	3	3	5	3	3	3	4	3	5	3	4	42
31	4	5	4	5	4	5	5	5	5	5	4	5	56
32	4	3	5	3	3	4	3	5	3	4	3	4	44
33	5	5	4	5	4	5	4	4	5	5	4	5	55
34	3	4	3	3	4	4	3	3	4	3	4	3	41
35	5	4	5	5	3	3	4	4	5	5	5	5	53
36	4	5	4	5	4	5	5	5	4	5	4	4	54
37	4	3	4	4	3	3	4	3	5	3	3	3	42
38	3	2	4	5	3	3	3	4	4	3	3	4	41
39	5	4	5	4	5	5	5	5	5	4	5	5	57
40	4	5	4	5	3	5	4	5	4	5	4	4	52
41	5	5	5	4	5	5	5	5	5	5	4	4	57
42	5	5	5	4	5	5	5	4	5	5	5	4	57
43	4	5	5	5	5	4	4	5	5	4	5	4	55
44	5	4	5	5	5	5	5	5	5	5	5	5	59
45	4	3	4	3	3	3	3	4	3	5	4	3	42
46	4	3	5	4	5	5	4	5	4	5	4	5	53
47	5	3	4	4	1	3	4	2	3	4	3	3	39

Lampiran 9. Hasil Output SPSS

Correlations

		X1.1	X1.2	X1.3	X1.4	X1.5	X1.6	X1.7	X1.8	X1.9	X1.10	X1.11	X1.12	Disiplin Kerja
X1.1	Pearson Correlation	1	,155	,583**	,407**	,553**	,670**	,425**	,191	,298*	,198	,505**	,307*	,774**
	Sig. (2-tailed)		,298	,000	,005	,000	,000	,003	,197	,041	,182	,000	,036	,000
	N	47	47	47	47	47	47	47	47	47	47	47	47	47
X1.2	Pearson Correlation	,155	1	,165	,123	,374**	,130	,340*	,028	,028	,290*	,230	,348*	,454**
	Sig. (2-tailed)	,298		,267	,409	,010	,385	,019	,851	,851	,048	,119	,017	,001
	N	47	47	47	47	47	47	47	47	47	47	47	47	47
X1.3	Pearson Correlation	,583**	,165	1	,309*	,478**	,447**	,339*	,025	,106	,304*	,323*	,051	,603**
	Sig. (2-tailed)	,000	,267		,035	,001	,002	,020	,868	,296	,039	,027	,732	,000
	N	47	47	47	47	47	47	47	47	47	47	47	47	47
X1.4	Pearson Correlation	,407**	,123	,309*	1	,123	,560**	,307*	,282	,193	,353*	,302*	,143	,580**
	Sig. (2-tailed)	,005	,409	,035		,412	,000	,036	,055	,193	,015	,039	,339	,000
	N	47	47	47	47	47	47	47	47	47	47	47	47	47
X1.5	Pearson Correlation	,553**	,374**	,478**	,123	1	,363*	,394**	,209	,243	,147	,214	,283	,646**
	Sig. (2-tailed)	,000	,010	,001	,412		,012	,006	,159	,099	,325	,149	,054	,000
	N	47	47	47	47	47	47	47	47	47	47	47	47	47
X1.6	Pearson Correlation	,670**	,130	,447**	,560**	,363*	1	,301*	,363*	,261	,307*	,336*	,154	,726**
	Sig. (2-tailed)	,000	,385	,002	,000	,012		,013	,012	,078	,036	,021	,302	,000
	N	47	47	47	47	47	47	47	47	47	47	47	47	47
X1.7	Pearson Correlation	,425**	,340*	,339*	,307*	,394**	,301*	1	,283	,395**	,304*	,158	,306*	,642**
	Sig. (2-tailed)	,003	,019	,020	,036	,006	,013		,054	,006	,038	,288	,036	,000
	N	47	47	47	47	47	47	47	47	47	47	47	47	47
X1.8	Pearson Correlation	,191	,028	,025	,282	,209	,363*	,283	1	,318*	,202	,177	,303*	,478**
	Sig. (2-tailed)	,197	,851	,868	,055	,159	,012	,054		,030	,173	,234	,039	,001
	N	47	47	47	47	47	47	47	47	47	47	47	47	47
X1.9	Pearson Correlation	,298*	,028	,106	,193	,243	,261	,395**	,318*	1	,332*	,131	,178	,495**
	Sig. (2-tailed)	,041	,851	,296	,193	,099	,076	,006	,030		,023	,380	,231	,000
	N	47	47	47	47	47	47	47	47	47	47	47	47	47
X1.10	Pearson Correlation	,198	,290*	,304*	,353*	,147	,307*	,304*	,202	,332*	1	,147	,153	,521**
	Sig. (2-tailed)	,182	,048	,038	,015	,325	,036	,038	,173	,023		,323	,304	,000
	N	47	47	47	47	47	47	47	47	47	47	47	47	47
X1.11	Pearson Correlation	,505**	,230	,323*	,302*	,214	,336*	,158	,177	,131	,147	1	,383**	,552**
	Sig. (2-tailed)	,000	,119	,027	,039	,149	,021	,288	,234	,380	,323		,008	,000
	N	47	47	47	47	47	47	47	47	47	47	47	47	47
X1.12	Pearson Correlation	,307*	,348*	,051	,143	,283	,154	,306*	,303*	,178	,153	,383**	1	,510**
	Sig. (2-tailed)	,036	,017	,732	,338	,054	,302	,036	,039	,231	,304	,008		,000
	N	47	47	47	47	47	47	47	47	47	47	47	47	47
Disiplin Kerja	Pearson Correlation	,774**	,454**	,603**	,580**	,646**	,726**	,642**	,478**	,495**	,521**	,552**	,510**	1
	Sig. (2-tailed)	,000	,001	,000	,000	,000	,000	,000	,001	,000	,000	,000	,000	
	N	47	47	47	47	47	47	47	47	47	47	47	47	47

**. Correlation is significant at the 0.01 level (2-tailed).

*. Correlation is significant at the 0.05 level (2-tailed).

Correlations

		X2.1	X2.2	X2.3	X2.4	X2.5	X2.6	X2.7	X2.8	X2.9	X2.10	X2.11	X2.12	Employee Engagement
X2.1	Pearson Correlation	1	,027	,323*	,191	,266	,422**	,258	,394**	,248	,214	,276	,297*	,540**
	Sig. (2-tailed)		,857	,027	,223	,071	,003	,079	,006	,092	,150	,061	,042	,000
	N	47	47	47	47	47	47	47	47	47	47	47	47	47
X2.2	Pearson Correlation	,027	1	,223	,186	,422**	,269	,190	,135	,369*	,049	,185	,317*	,501**
	Sig. (2-tailed)	,857		,133	,211	,003	,067	,180	,366	,011	,743	,214	,030	,000
	N	47	47	47	47	47	47	47	47	47	47	47	47	47
X2.3	Pearson Correlation	,323*	,223	1	,186	,318*	,121	,452**	,110	,282	,434**	,204	,247	,517**
	Sig. (2-tailed)	,027	,133		,295	,029	,419	,001	,462	,174	,002	,170	,095	,000
	N	47	47	47	47	47	47	47	47	47	47	47	47	47
X2.4	Pearson Correlation	,191	,186	,186	1	,213	,398**	,316*	,517**	,172	,393*	,457**	,193	,522**
	Sig. (2-tailed)	,223	,211	,265		,152	,006	,030	,000	,248	,038	,004	,216	,000
	N	47	47	47	47	47	47	47	47	47	47	47	47	47
X2.5	Pearson Correlation	,266	,422**	,318*	,213	1	,393*	,512**	,317*	,474**	,336*	,497**	,524**	,771**
	Sig. (2-tailed)	,071	,003	,029	,152		,013	,000	,030	,001	,021	,000	,000	,000
	N	47	47	47	47	47	47	47	47	47	47	47	47	47
X2.6	Pearson Correlation	,422**	,269	,121	,398**	,393*	1	,230	,283	,276	,147	,296*	,074	,531**
	Sig. (2-tailed)	,003	,067	,419	,006	,013		,119	,054	,058	,328	,043	,619	,000
	N	47	47	47	47	47	47	47	47	47	47	47	47	47
X2.7	Pearson Correlation	,258	,190	,452**	,316*	,512**	,230	1	,319*	,280**	,208	,511**	,338*	,651**
	Sig. (2-tailed)	,079	,190	,001	,030	,000	,119		,030	,008	,164	,000	,020	,000
	N	47	47	47	47	47	47	47	47	47	47	47	47	47
X2.8	Pearson Correlation	,394**	,135	,110	,517**	,317*	,283	,319*	1	,306*	,188	,351*	,193	,539**
	Sig. (2-tailed)	,006	,366	,462	,000	,030	,054	,030		,036	,508	,015	,217	,000
	N	47	47	47	47	47	47	47	47	47	47	47	47	47
X2.9	Pearson Correlation	,248	,369*	,282	,172	,474**	,276	,280**	,306*	1	,192	,159	,364*	,653**
	Sig. (2-tailed)	,092	,011	,174	,249	,001	,058	,008	,036		,196	,285	,012	,000
	N	47	47	47	47	47	47	47	47	47	47	47	47	47
X2.10	Pearson Correlation	,214	,049	,434**	,393*	,336*	,147	,208	,188	,192	1	,233	,459**	,505**
	Sig. (2-tailed)	,150	,743	,002	,038	,021	,328	,164	,508	,196		,115	,001	,000
	N	47	47	47	47	47	47	47	47	47	47	47	47	47
X2.11	Pearson Correlation	,276	,185	,204	,457**	,497**	,296*	,511**	,351*	,159	,233	1	,529**	,629**
	Sig. (2-tailed)	,061	,214	,170	,004	,000	,043	,000	,015	,285	,115		,000	,000
	N	47	47	47	47	47	47	47	47	47	47	47	47	47
X2.12	Pearson Correlation	,297*	,317*	,247	,193	,524**	,074	,338*	,193	,364*	,459**	,529**	1	,658**
	Sig. (2-tailed)	,042	,030	,095	,216	,000	,619	,020	,217	,012	,001	,000		,000
	N	47	47	47	47	47	47	47	47	47	47	47	47	47
Employee Engagement	Pearson Correlation	,540**	,501**	,517**	,522**	,771**	,531**	,651**	,539**	,653**	,505**	,629**	,658**	1
	Sig. (2-tailed)	,000	,000	,000	,000	,000	,000	,000	,000	,000	,000	,000	,000	
	N	47	47	47	47	47	47	47	47	47	47	47	47	47

*. Correlation is significant at the 0.05 level (2-tailed).

**. Correlation is significant at the 0.01 level (2-tailed).

Correlations

		Y.1	Y.2	Y.3	Y.4	Y.5	Y.6	Y.7	Y.8	Y.9	Y.10	Y.11	Y.12	Kepuasan Kerja
Y.1	Pearson Correlation	1	,326*	,543**	,402**	,355*	,452**	,625**	,241	,518**	,380*	,400**	,431**	,669**
	Sig. (2-tailed)		,025	,000	,005	,014	,001	,000	,102	,000	,013	,005	,002	,000
	N	47	47	47	47	47	47	47	47	47	47	47	47	47
Y.2	Pearson Correlation	,326*	1	,258	,333*	,507**	,627**	,529**	,383**	,432**	,288	,485**	,364*	,660**
	Sig. (2-tailed)	,025		,080	,022	,000	,000	,000	,008	,002	,078	,005	,012	,000
	N	47	47	47	47	47	47	47	47	47	47	47	47	47
Y.3	Pearson Correlation	,543**	,258	1	,254	,566**	,342*	,459**	,303*	,451**	,389**	,478**	,476**	,652**
	Sig. (2-tailed)	,000	,080		,085	,000	,019	,001	,039	,001	,007	,001	,001	,000
	N	47	47	47	47	47	47	47	47	47	47	47	47	47
Y.4	Pearson Correlation	,402**	,333*	,254	1	,271	,257	,563**	,336*	,571**	,486**	,252	,530**	,604**
	Sig. (2-tailed)	,005	,022	,085		,065	,081	,000	,021	,000	,005	,087	,000	,000
	N	47	47	47	47	47	47	47	47	47	47	47	47	47
Y.5	Pearson Correlation	,355*	,507**	,566**	,271	1	,696**	,635**	,474**	,530**	,372*	,646**	,498**	,788**
	Sig. (2-tailed)	,014	,000	,000	,065		,000	,000	,001	,000	,010	,000	,000	,000
	N	47	47	47	47	47	47	47	47	47	47	47	47	47
Y.6	Pearson Correlation	,452**	,627**	,342*	,257	,696**	1	,702**	,581**	,439**	,388**	,516**	,505**	,788**
	Sig. (2-tailed)	,001	,000	,019	,081	,000		,000	,000	,002	,006	,000	,000	,000
	N	47	47	47	47	47	47	47	47	47	47	47	47	47
Y.7	Pearson Correlation	,625**	,529**	,459**	,563**	,635**	,702**	1	,390**	,620**	,487**	,523**	,458**	,839**
	Sig. (2-tailed)	,000	,000	,001	,000	,000	,000		,007	,000	,001	,000	,001	,000
	N	47	47	47	47	47	47	47	47	47	47	47	47	47
Y.8	Pearson Correlation	,241	,383**	,303*	,336*	,474**	,581**	,390**	1	,287	,326*	,270	,364*	,587**
	Sig. (2-tailed)	,102	,008	,039	,021	,001	,000	,007		,050	,025	,066	,012	,000
	N	47	47	47	47	47	47	47	47	47	47	47	47	47
Y.9	Pearson Correlation	,518**	,432**	,451**	,571**	,530**	,439**	,620**	,287	1	,389**	,576**	,410**	,744**
	Sig. (2-tailed)	,000	,002	,001	,000	,000	,002	,000	,050		,007	,000	,004	,000
	N	47	47	47	47	47	47	47	47	47	47	47	47	47
Y.10	Pearson Correlation	,380*	,288	,389**	,486**	,372*	,388**	,487**	,326*	,389**	1	,375**	,459**	,613**
	Sig. (2-tailed)	,013	,078	,007	,005	,010	,006	,001	,025	,007		,009	,001	,000
	N	47	47	47	47	47	47	47	47	47	47	47	47	47
Y.11	Pearson Correlation	,400**	,485**	,478**	,252	,646**	,516**	,523**	,270	,576**	,375**	1	,394**	,701**
	Sig. (2-tailed)	,005	,005	,001	,087	,000	,000	,000	,066	,000	,009		,006	,000
	N	47	47	47	47	47	47	47	47	47	47	47	47	47
Y.12	Pearson Correlation	,431**	,364*	,476**	,530**	,498**	,505**	,458**	,364*	,410**	,459**	,394**	1	,700**
	Sig. (2-tailed)	,002	,012	,001	,000	,000	,000	,001	,012	,004	,001	,006		,000
	N	47	47	47	47	47	47	47	47	47	47	47	47	47
Kepuasan Kerja	Pearson Correlation	,669**	,660**	,652**	,604**	,788**	,788**	,839**	,587**	,744**	,613**	,701**	,700**	1
	Sig. (2-tailed)	,000	,000	,000	,000	,000	,000	,000	,000	,000	,000	,000	,000	
	N	47	47	47	47	47	47	47	47	47	47	47	47	47

*. Correlation is significant at the 0.05 level (2-tailed).

**. Correlation is significant at the 0.01 level (2-tailed).

One-Sample Kolmogorov-Smirnov Test

			Unstandardized Residual
N			47
Normal Parameters[a,,]	Mean		,0000000
	Std. Deviation		3,44798209
Most Extreme Differences	Absolute		,155
	Positive		,116
	Negative		-,155
Test Statistic			,155
Asymp. Sig. (2-tailed)			,008[c]
Monte Carlo Sig. (2-tailed)	Sig.		,183[d]
	99% Confidence Interval	Lower Bound	,173
		Upper Bound	,193

a. Test distribution is Normal.

Variabel	No. items	Nilai Croncbach's Alpha	Nilai perbandingan	Deskripsi
Disiplin Kerja (X1)	12	Cronbach's Alpha 0,572	0,6	Reliabel
Employee Engagement	12	Cronbach's Alpha 0,624305556	0,6	Reliabel
Kepuasan Kerja (Y)	12	Cronbach's Alpha 0,628	0,6	Reliabel

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients			Collinearity Statistics	
		B	Std. Error	Beta	t	Sig.	Toleranc e	VIF
1	(Constant)	-2,277	5,207		-,437	,664		
	X1	,508	,127	,404	3,988	,000	,609	1,642
	X2	,521	,098	,538	5,311	,000	,609	1,642

a. Dependent Variable: Y

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients			Collinearity Statistics	
		B	Std. Error	Beta	t	Sig.	Tolerance	VIF
1	(Constant)	5,736	3,714		1,544	,130		
	X1	-,021	,091	-,045	-,236	,815	,609	1,642
	X2	-,046	,070	-,124	-,651	,518	,609	1,642

a. Dependent Variable: Abs_RES

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients			Collinearity Statistics	
		B	Std. Error	Beta	t	Sig.	Tolerance	VIF
1	(Constant)	-2,277	5,207		-,437	,664		
	X1	,508	,127	,404	3,988	,000	,609	1,642
	X2	,521	,098	,538	5,311	,000	,609	1,642

a. Dependent Variable: Y

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	1440,359	2	720,180	57,944	,000[b]
	Residual	546,875	44	12,429		
	Total	1987,234	46			

a. Dependent Variable: Y

b. Predictors: (Constant), X2, X1

Lampiran 10. Riwayat Hidup



Elta Widia, dilahirkan di Karawang, 1 Februari 2002 dari Ayah Dayat Rusyadi dan Ibu Onengsih. Ia anak kedua dari riga bersaudara. Pada tahun 2014 telah menyelesaikan Sekolah Dasar (SD) di SDN Kiarapayung 1, tahun 2017 telah menyelesaikan Sekolah Menengah Pertama di SMP 1 Klari, dan selanjutnya pada tahun 2020 telah menyelesaikan Sekolah Menengah Akhir di SMA Negeri 3 Karawang. Kemudian pada tahun 2022 melajutkan pendidikan di Universitas Buana Perjuangan Karawang pada program studi Manajemen Fakultas Ekonomi dan Bisnis, dengan jenjang strata 1 (S1). Selama menempuh pendidikan ia juga sambil bekerja di PT Chang Shin Grup Indonesia sebagai Costing Analys. Secara bersamaan, sebagai bentuk penerapan ilmu yang diperoleh selama berkuliah. Selain itu ia juga menerapkan ilmu yang didapatkan di perkuliahan dengan melakukan pekerjaan sebagai pekerja Freelencer selama masa senggang.