

The Influence of Work Discipline, Work Stress on Productivity through Job Satisfaction as an Intervening Variable

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Abstract

Background - The problem with this company is declining employee productivity. To determine the level of decline in productivity, it can be seen from the factors that influence employee productivity, for example work discipline, work stress and job satisfaction which are the causes of decreased employee work productivity.

Purpose - This research aims to analyze the influence of work discipline, stress on productivity through job satisfaction as an intervening variable at PT. Japfa Comfeed Indo Tbk Unit Farm.

methodology - This type of quantitative research uses descriptive, verification, path analysis and Sobel test methods. Data was collected through secondary and primary data on 80 employees using a purposive sample because the number of employees studied in the company was less than 100 employees. This research was analyzed using the IBM SPSS25 application.

Findings - There are problems that occur at PT. Japfa Comfeed Indo Tbk. The decreasing level of work productivity is caused by low levels of discipline within the company, high work stress which causes employee job satisfaction to decrease.

Originality - The results of this study show that work discipline has a direct positive effect on job satisfaction, work stress has a direct negative effect on job satisfaction, work discipline has a direct positive effect on productivity, work stress has a negative effect on work productivity, job satisfaction has a direct positive effect on productivity, work discipline has a positive effect directly positive effect on productivity through job satisfaction as an intervening variable, work stress has a direct negative effect on productivity through job satisfaction as an intervening variable. supported by previous research conducted by (Anggunsari, 2018), (Prayudi, 2021), (Ariansyah & Wahyuningsih, 2023).

Keywords: Productivity, Discipline, Stress, Job Satification
