

The Effect of Work Discipline, Teamwork and Occupational Health and Safety on Employee Satisfaction of UPTD Pengelolaan Sampah Dinas Lingkungan Hidup Bombana District

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ABSTRACT

The objectives to be achieved in this study are to: Test and explain the simultaneous influence of Work Discipline, Teamwork and Occupational Health and Safety on Job Satisfaction of UPTD Employees of Waste Management at the Environmental Service of District. Bombana. Examine and explain the effect of work discipline on job satisfaction of UPTD employees of waste management at the Environmental Service of District. Bombana. Testing and explaining the effect of Teamwork on Job Satisfaction of Waste Management UPTD Employees at the District Environmental Service. Bombana. Testing and explaining the effect of Occupational Health and Safety on Job Satisfaction of Waste Management UPTD Employees at the District Environmental Office. Bombana. The population in this study were all employees of the UPTD Waste Management at the District Environmental Service. Bombana, all of which are contract employees, totaling 97 employees. Measurement of data in this study using a Likert scale. The data analysis technique used in this study was descriptive statistical data analysis and inferential statistics, namely multiple linear regression analysis using SPSS Version 20 software. Based on the results of data analysis, the results showed that Work Discipline, Teamwork and Occupational Health and Safety had a positive and Significant on Job Satisfaction of UPTD Waste Management Employees at the District Environmental Service. Bombana. This means that there is an increase in Work Discipline, Teamwork and Occupational Health and Safety on the Job Satisfaction of the Waste Management UPTD Employees at the District Environmental Service. Bombana simultaneously has a positive contribution to increasing employee job satisfaction. Work Discipline has a positive and significant effect on Employee Job Satisfaction. This means that an increase in employee work discipline is described as having a positive contribution to increasing employee job satisfaction. Teamwork has a positive effect on employee job satisfaction. This means that the increase in employee teamwork has a significant contribution to employee satisfaction. Occupational Health and Safety has a positive effect on employee job satisfaction. This means that good Occupational Health and Safety contributes positively to increasing employee job satisfaction.

Keywords: Work Discipline, Teamwork, Occupational Health and Safety, Job Satisfaction

I. INTRODUCTION

Human resources are a very important component in a company to achieve its goals. Human resources in an organization are the people in the organization who carry out various tasks within the organization. For this reason, companies need good management of human resources in order to achieve maximum performance so that the expected goals of the company can be achieved. Human resource management can be defined as the utilization of human resources within the organization, which is carried out through the functions of human resource planning, recruitment and selection, human resource development, career planning and development, compensation and welfare, Occupational Health and Safety, and industrial relations.

The era of globalization as an era without boundaries is marked by the increasing freedom of human resources entering other countries by offering their knowledge and expertise. Therefore, managers and organizational leaders are required to place knowledge as a driving force so that employees or employees become resources that can compete in the business world and organizations.

Utilization of information technology in the field of education and any organization is very important, especially to develop a quality system, one of which is Knowledge management which allows for higher quality and

guaranteed knowledge processing and is able to support the organization as a whole. High work discipline is part of the organization's progress to create quality employees. It is also a person's awareness and willingness to obey all applicable social rules and norms and will support the achievement of organizational goals.

The more aspects of the job that are in accordance with the wishes and value system of the individual, the higher the satisfaction obtained. And vice versa, the more aspects of his work that are in accordance with his wishes. Employee job satisfaction in a company is strongly influenced by several things related to the company environment, one of which is work discipline.

Discipline is a mental attitude that is reflected in the behavior of individuals, groups or communities in the form of compliance, the provisions of ethical norms and rules that apply. According to Hasibuan (2013), an employee is said to have high work discipline if he meets the criteria based on attitudes that refer to the mental and employee behavior that comes from his own awareness or willingness to carry out tasks and organizational regulations. Furthermore, employee performance will achieve better results, maximum if it is supported by the knowledge possessed.

Another factor that can affect employee job satisfaction is teamwork. Teamwork is one of the actions that encourage employees to work effectively. Teamwork can help employees to be more creative because of the collaboration between employees, exchanging ideas, and conveying their arguments to each other about existing workers. Teamwork is a well-coordinated form of joint or group work to work with leaders where the team consists of people who have different skills or expertise (Panggiki et al., 2017).

These duties and responsibilities must be borne by everyone based on their expertise in each field. Organizations need integrated human resources. The human resource component certainly has various expertise. For that, we need a teamwork (teamwork) and work discipline that plays a role in running the organization. Teamwork can also be called teamwork. Teamwork that will carry out all management activities so that teamwork becomes a factor that affects job satisfaction.

The findings that prove that teamwork or *Team Work* has a positive and significant effect on job satisfaction according to Mirjam Körner, Markus A. Wirtz, Jürgen Bengel and Anja S. Göritz (2015) that teamwork has a positive impact on job satisfaction. Similarly, Jalal Hanaysha and Ptri Rosita Tahir (2016) stated that teamwork has a positive impact on job satisfaction.

In addition to teamwork, other factors that can also have an impact on employee job satisfaction are Occupational Health and Safety. Occupational Health and Safety is an effort to ensure and maintain physical and spiritual health and the integrity of the workforce, especially humans, towards a just and prosperous society (Mangkunegara, 2009: 123). Occupational Health and Safety, including one of the company's maintenance programs. The implementation of an Occupational Health and Safety Program for employees is very important because it aims to create work safety and a unified system that involves elements of management, labor, working conditions and an integrated work environment to reduce accidents. The issue of occupational health and safety is not solely the responsibility of the government but is the responsibility of all parties, namely employers, workers and the community (Busyairi, 2014).

Occupational Health and Safety is the main capital for human resources who work in the company, especially in the production section. If Occupational Health and Safety is not provided properly, it will harm the employee and can also have a bad impact on the company. Work safety according to Mondy (2008) is the protection of employees from injuries caused by work-related accidents. While occupational health according to Mathis and Jackson (2002) is a condition that refers to physical, mental and emotional stability in general. Job satisfaction is a pleasant or unpleasant emotional state with which employees perceive work (Handoko, 2008). Satisfaction can be formed, one of which is related to Occupational Health and Safety guarantees,

Several previous research results that prove that Occupational Health and Safety have a significant effect on job satisfaction are according to Kularathna, WKHU and Per era, GDN (2016), I Nyoman Resa Adhika, I Gede Rihayana, Putu Pradiva Putra Salain (2020) and Andi Niartiningsih, Irwandy, Masyitha Muis (2020) stated that Occupational Health and Safety had a significant effect on job satisfaction, while according to Vivin Maharani Ekowati and Firqiyatul Makhfudloh Amin (2018) Occupational Health and Safety had no significant effect on job satisfaction.

Based on the initial observations made, it shows that the phenomenon that occurs in the UPTD of Waste Management at the District Environmental Office. Bombana is as follows:

First, the job satisfaction felt by the employees of the Waste Management UPTD at the District Environmental Service. Bombana still feels dissatisfied but this does not reduce employee morale, lack of response to the aspirations of employees is one of the factors that causes decreased employee satisfaction, employee aspirations are only accommodated and there is no resolution. Furthermore, colleagues who are less concerned about the importance of cleanliness and neatness of the workspace also make employees feel less comfortable, lack of supervision from superiors makes employees slow in carrying out their duties and lacks enthusiasm to carry out work.

Second, with regard to employee work discipline, there are still some employees who are not disciplined in carrying out their assigned duties and responsibilities. In this case the discipline of working time, where there are still some employees who are not on time in completing the tasks assigned to them. For example, when sweeping the street, there are still some employees who arrive late at their work location, so they are not on time in completing the work. This is because they always procrastinate to do the tasks that have been set in the performance targets contained

in the performance plan in the employee performance targets. The impact of this lack of discipline results in delays in the realization of performance that should be carried out on time.

The third phenomenon is related to the problem of team work, according to several employees of the UPTD Office of Waste Management at the District Environmental Service. Bombana, there are still some employees who are not optimal in carrying out tasks related to teamwork. For example, related to the implementation of the task of picking up garbage at community homes using four-wheeled trucks, there are still some employees who are not active in the implementation of team work so that the team's work will not be completed optimally. In this case, in terms of monitoring waste management in the field.

Fourth, the occupational health and safety of employees at the UPTD of Waste Management at the District Environmental Service. Bombana, related to the implementation of work in the field, where several employees assigned to waste management have the task of carrying out operational activities and/or technical support activities of the Office in the field of implementing environmental quality parameter testing and carrying out the preparation of Standard Operational Procedures for handling waste in the environment and providing services in the field of handling waste management which includes effective and efficient waste management, as well as waste management officers are provided with occupational health and safety guarantees in carrying out their daily tasks. Sometimes employees assigned to waste management must be careful in carrying out their duties in carrying out monitoring and evaluation of service standards for waste collection and waste from the waste produced because sometimes it has an impact on their health and safety risks.

Based on the explanation of the phenomenon above, the researcher is interested in further research on "The Influence of Work Discipline, Teamwork and Occupational Health and Safety on the Job Satisfaction of UPTD Employees of Waste Management at the Environmental Service of District. Bombana".

II. LITERATURE REVIEW

2.1. Work Discipline

Robbins (1984:17) defines that discipline is an attitude behavior, and act in accordance with the company rules, either written or not. Discipline is also the awareness and willingness of a person to obey all laws and social norms in force. Employee discipline can be seen from the responsibility, attitude, behavior and action of an employee in compliance with all forms of regulation as long as they work at the agency. Good leadership will lead to employee motivation, so with high motivation the employees will have high discipline and ultimately affect the performance of employees.

2.2. Teamwork

Team work according to Lawasi and Triatmanto (2017) is the most effective way to unite all employees in carrying out their duties to achieve company goals with better results. According to Arifin (2011) Team Work is a process of working in a group that must have an attitude of responsibility, intensive communication, focus on tasks, and responsiveness to achieve organizational goals. Meanwhile, according to Luessier and Achua (2015) defines a work team as a unit consisting of two or more people with complementary skills and who are committed to common goals and shared expectations, where they hold responsibility for themselves.

According to Shane & Von Glinow (2012), indicators of effective teamwork are the five Cs:

- a. Cooperating Effective team members are willing and able to work together rather than working alone.
- b. Coordinating (Coordination) Effective team members actively manage teamwork so that the team acts efficiently and harmoniously.
- c. Communicating Effective team members convey information freely (rather than hoarding it), efficiently (using the best channels and language) and respectfully (minimizing negative emotions).
- d. Comforting Effective team members help co-workers manage a healthy and positive psychological state.
- e. Conflict resolving Conflict is unavoidable in social settings, so effective team members have the ability and motivation to resolve dysfunctional disagreements between team members

2.3. Occupational Health and Safety

Occupational health (Health) is a condition of a worker who is free from physical and mental disorders as a result of the influence of work and environmental interactions (Kuswana, 2014). Occupational health is a specialization of health/medical science and its practices with the aim of enabling workers/communities to obtain the highest degree of health, either physically, mentally or socially by means of preventive and curative efforts against diseases/health disorders caused by occupational factors and the work environment as well as against common diseases (Santoso, 2012).

Safety is a condition that is safe and secure from suffering and damage and loss in the workplace, both when using tools, materials, machines in the processing process, packing techniques, storage, as well as maintaining and securing the place and work environment. Kuswana, 2014).

Occupational health and safety are an effort and effort to create protection and security from the risk of accidents and hazards, both physical, mental and emotional to workers, companies, communities and the environment, as well as involving various elements and parties (Sucipto, 2014). According to Ridley and John (1983), K3 is defined as a condition in work that is healthy and safe both for the job, the company as well as for the community and the environment around the workplace (Triwibowo & Pusphandani, 2013).

The indicators of occupational health and safety according to Kozak (2006; 168) are as follows:

1. *Physical factors* are related to air temperature, humidity, vibration, noise, lighting and radiation conditions.
2. *Chemical Factors* relates to flammable, explosive and hazardous solid, liquid or gaseous chemicals.
3. *Biological Factors*: is a disease that comes from microbes.
4. *Psychological Factors*: is a human relationship and disharmony.

2.4. Job Satisfaction

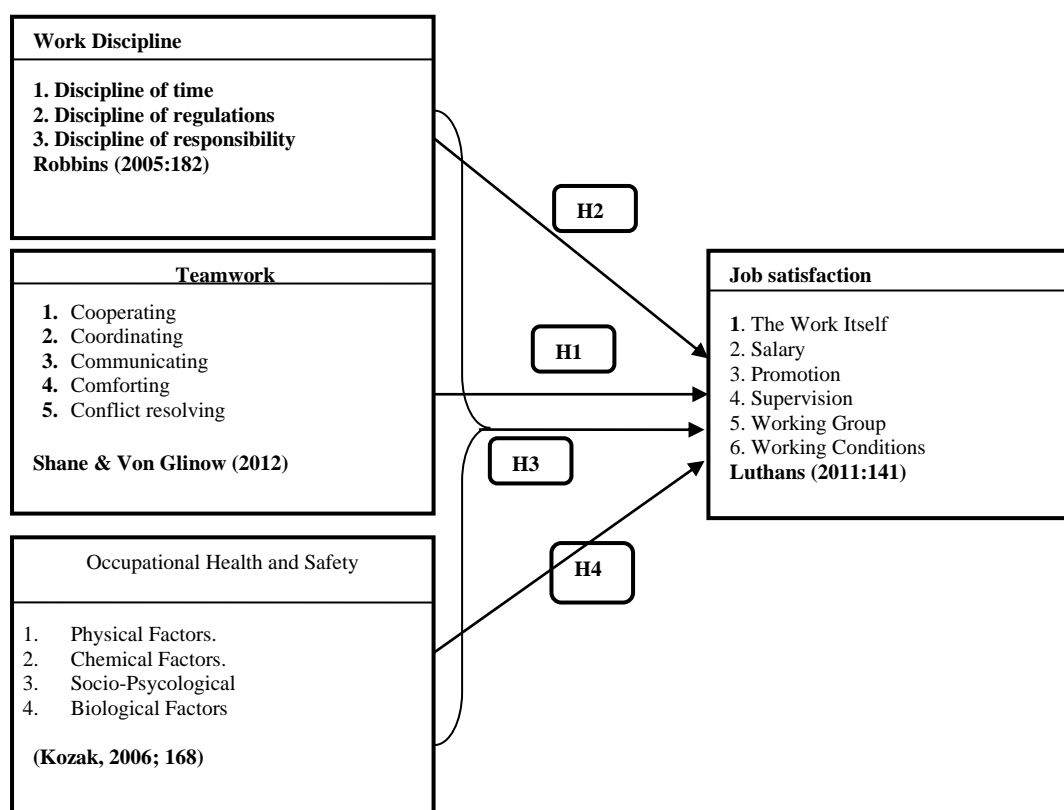
Job satisfaction is basically something that is individual. Each individual has a different level of satisfaction according to the value system that applies to him. The higher the assessment of the activity felt in accordance with the wishes of the individual, the higher the satisfaction with the activity. Thus, satisfaction is an evaluation that describes a person's feelings of being happy or unhappy, satisfied or dissatisfied at work. (Rivai, 2006:475). Job satisfaction is an emotional attitude that is pleasant and loves his job. This attitude is reflected by work morale, discipline, and work performance. Job satisfaction is enjoyed at work, outside of work, and a combination of inside and outside work. (Hasibuan, 2007: 202) Job satisfaction according to Martoyo (2007: 115), basically the emotional state of employees where there is or does not occur a meeting point between the value of remuneration for employees from the company / organization and the level of remuneration that wins is desired by employees who concerned.

According to Luthans (2011:141), job satisfaction has 6 indicators that can influence, namely:

1. The work itself
2. Salary.
3. Promotion.
4. Supervision of superiors
5. Working Group
6. Working Conditions

III. CONCEPTUAL FRAMEWORK AND HYPOTHESES

Figure 3.1. Conceptual Framework



3.2. Research Hypothesis

The hypothesis is a temporary answer to a problem that actually still needs to be proven through research on the object in question. Thus, if the facts obtained support the truth, the hypothesis can be accepted, it is better if the facts obtained do not support the hypothesis must be rejected.

Based on the conceptual framework in the picture above, the hypothesis proposed in this study is as follows:

- H1.** Work discipline, teamwork and occupational health and safety simultaneously have a positive and significant effect on job satisfaction for UPTD employees of Waste Management at the District Environmental Service. Bombana.
- H2.** Work discipline has a positive and significant effect on job satisfaction of UPTD employees of Waste Management at the District Environmental Service. Bombana

H3. Teamwork has a positive and significant effect on job satisfaction of UPTD Waste Management Employees at the District Environmental Service. Bombana

H4. Occupational health and safety have a positive and significant effect on job satisfaction of UPTD employees of Waste Management at the District Environmental Service. Bombana.

IV. RESEARCH METHODS

4.1. Population and Research Sample

The population in this study were all employees of the UPTD Waste Management at the District Environmental Service. Bombana, all of which are employees, totaling 97 employees. In this study, the researcher wanted to examine all elements in the research area. Referring to Sugiyono's statement, the population in this study is the entire staff of the UPTD Waste Management at the District Environmental Service. Bombana. Because all populations are used as respondents, the research conducted is population research. As Arikunto emphasized that the population is the entire research subject, so the study or research to be conducted is called a population study or census study, Arikunto (2006:130).

The sample in this study took the entire population as many as 97 employees who became research respondents.

4.2. Data analysis technique

The data analysis technique used in this study is descriptive statistical data analysis and inferential statistics, namely multiple linear regression analysis using SPSS Version 20 *software*.

4.3. Hypothesis test

In this study, hypothesis testing from multivariate regression analysis (Hair *et al*, 2010:79) was carried out by means of testing using 3 test tools, namely the coefficient of determination, F test and t test. More details are described below:

4.3.1. Model Accuracy Test with Coefficient of Determination (R^2)

The coefficient of determination (R^2) used fatherly measure how far the model's ability to explain variations in the dependent variable. The value of the coefficient of determination is between zero and one. The value of R^2 small means the ability of independent variables in explaining the variation of the dependent variable is limited. A value close to one means that the independent (independent) variables provide almost all the information needed to predict the variation of the dependent (bound) variable.

4.3.2 Simultaneous Test (F Test)

The F test aims to show whether all the independent variables that are included in the model simultaneously or together have an influence on the dependent variable (Ghozali, 2006).

This research was conducted by looking at the criteria if the significant value of $F = 0.05$ or 5% means that it has a significant effect and vice versa. This study shows whether the independent variables consisting of work discipline, teamwork and occupational health and safety variables simultaneously affect employee job satisfaction.

4.3.3 Partial Test (t Test)

The t statistic test is used to determine how far each variable of Work Discipline, Teamwork and Occupational Health and Safety in explaining the variable Job satisfaction. In this case, whether each variable work discipline, teamwork and health and safety affect the variable job satisfaction. This research was conducted by looking at the criteria if the significant value of $t = 0.05$ or 5% means that it has a significant effect and vice versa.

V. RESEARCH RESULTS AND DISCUSSION

5.1. Multivariate Regression Test Results

In the previous discussion, it has been stated that in order to be able to answer the problems and hypotheses proposed in this study, namely the Effect of Work Discipline, Teamwork, Occupational Health and Safety, on Job Satisfaction of UPTD Employees of Waste Management at the District Environmental Service. Bombana either simultaneously or partially performed by multivariate regression analysis.

The summary of the results of the author's multivariate regression analysis is presented in the following table:

Table 5.13. Summary of Multivariate Regression Analysis Results

Effect Between Variables	Standardized Coefficient (Beta)	t- Calculate	Sig.t	Note:
Work Discipline-Employee Job Satisfaction	0.161	1,730	.002	Accepted
Teamwork- Employee Job Satisfaction	0.549	4.730	.000	Accepted
Occupational Health and Safety- Employee Job Satisfaction	0.381	4.158	.000	Accepted
R = 0.761	F- Value = 42.766			
R^2 = 0.580	Sig. F = 0.000			
SEE = 2.83590	N = 97			

Source: Primary Data Processing Results, Year 2021

Based on the results of the multivariate regression analysis in the table above, the following multivariate regression analysis equations are obtained:

$$\text{Employee Performance (Y)} = 0.161X_1 + 0.549X_2 + 0.381X_3 + e$$

Multivariate regression analysis equation model can be interpreted:

1. The regression coefficient of Work Discipline (X_1) of 0.161 states that every change in the increase in Work Discipline will increase employee job satisfaction.
2. Teamwork regression coefficient (X_2) of 0.549 states that every change in Teamwork will increase employee job satisfaction.
3. The regression coefficient of Occupational Health and Safety (X_3) of 0.381 states that any changes in Occupational Health and Safety will increase employee job satisfaction.

5.2. Test Correlation Coefficient (R) and the coefficient of determination (R^2)

The value of $R = 0.761$ indicates that the correlation of the independent variables is work discipline, teamwork, occupational health and safety on employee job satisfaction at the UPTD Waste Management at the Environmental Service District. Bombana. The value of R is close to 1.00, it can be interpreted that the relationship between the independent variable and the dependent variable is getting stronger.

Furthermore, multivariate regression should use the *R-Square* adjusted or written *R-Square*, as adjusted by the number of variables *independent* used. Based on the results of the coefficient of determination test, it is known that the value of the coefficient of determination in the *R-Square* is 0.580 which means the ability of the explanatory variables (work discipline, teamwork, occupational health and safety) in explaining the response variable (employee job satisfaction) is 58.0%, while the rest is of 42.0% influenced by other variables outside the regression model. It can be concluded that the value of the coefficient of determination (R^2) of this research model has an accuracy or precision of a good model.

5.3. Research Hypothesis Testing

Hypothesis testing and path coefficients of partial and simultaneous influence between the variables of work discipline, teamwork, occupational health and safety on employee job satisfaction. For more details, the description of the hypothesis testing of this study is as follows:

5.3.1. Simultaneous Testing (F Test)

The test results obtained that there is a simultaneous positive influence between work discipline, teamwork, occupational health and safety on employee job satisfaction. Can be described as follows:

H1: Work discipline, teamwork, health and safety simultaneously have a significant effect on employee job satisfaction

Based on the results of the F-test in table 5.12, it can be seen that the significance value is 0.000. So, it can be concluded that the variables of work discipline, teamwork, occupational health and safety have a significant effect on employee job satisfaction, because the value is < 0.05 . then based on testing the value of F , obtained the value of F -value of 42,766. From these results it can be concluded that work discipline, teamwork, occupational health and safety have a significant positive effect on employee job satisfaction.

5.3.2. Partial Test (t Test)

Partially (t-test) in this study aims to examine the effect of work discipline, teamwork, occupational health and safety on employee job satisfaction at the UPTD of Waste Management at the District Environmental Service. Bombana as follows:

H2: Work Discipline Has a Significant Effect on Employee Job Satisfaction

The results of testing the effect of work discipline on employee job satisfaction can be proven by the *estimated* path coefficient value of 0.161 with a positive direction. The positive path coefficient means that the influence between work discipline and employee job satisfaction is unidirectional. Then it can also be proven by the critical point value (t-count) of 1.730 and the significance value (sig.) of $0.000 < 0.05$.

The test results prove that work discipline has a significant positive effect on employee job satisfaction at the UPTD Office of Waste Management at the District Environmental Service. Bombana. This means that the higher the work discipline it will increase the job satisfaction of the UPTD Waste Management employees at the District Environmental Service. Bombana. Thus, the second hypothesis proposed in this study can be accepted or supported by facts.

H3: Teamwork has a significant effect on employee job satisfaction

The results of testing the effect of Teamwork on employee job satisfaction can be proven by the *estimated* path coefficient value of 0.549 with a positive direction. The positive path coefficient means that the influence between Teamwork and Employee job satisfaction is unidirectional. Then it can also be proven by the critical point value (t-count) of 4.730 and the significance value (sig.) of $0.005 < 0.05$. The test results prove that Teamwork has a positive effect on employee job satisfaction. This means that the higher the level of Teamwork, the more it affects the increase in employee job satisfaction at the UPTD office for Waste Management at the District Environmental Service. Bombana. Thus, the third hypothesis proposed can be accepted or supported by empirical facts.

H4: Occupational Health and Safety has a Positive Effect on Employee Job Satisfaction

The results of testing the effect of Occupational Health and Safety on employee job satisfaction can be proven by the *estimated* path coefficient value of 0.381 with a positive direction. The positive path coefficient means the effect of Occupational Health and Safety on employee job satisfaction at the UPTD of Waste Management at the District Environmental Service. Bombana is unidirectional. Then can also be proven by the value of the critical point (t-test) of 4,158 and signification value (sig.) $0.000 < \alpha = 0.05$. The test results prove that Occupational Health and Safety has a positive effect on employee job satisfaction. So that the submission of the hypothesis in this study can be accepted or supported by the reality that occurs in the object of research.

5.4. Discussion of Research Results

The results of data analysis in this study are a reference for discussing the results of this study by combining theory, the results of previous studies, and empirical facts that occur in the object under study in order to verify that the results of this study strengthen or reject the theory and results of previous studies. A study of the effect of work discipline, teamwork, occupational health and safety on employee job satisfaction. is an effort to photograph facts or conditions, whether or not the level of work discipline, teamwork, occupational health and safety on job satisfaction, either simultaneously or partially.

The discussion of this research includes descriptive variables, measuring coefficients and the results of hypothesis testing. Discussion of measurement and descriptive variables through the average value of each variable measurement indicator. In addition, the discussion of the relationship by paying attention to the value of the coefficient and significance. Therefore, the discussion of the influence between variables based on the objectives and problems of this research can be described as follows:

5.4.1. The Influence of Work Discipline, Teamwork, Occupational Health and Safety on Employee Job Satisfaction

Based on the results of multivariate regression analysis, it was obtained that the simultaneous test results showed that work discipline, teamwork, occupational health and safety had a positive effect on Employee job satisfaction. This means that an increase in work discipline, teamwork, occupational health and safety simultaneously has a significant effect on increasing employee job satisfaction.

The results of this study are supported by facts in the field based on the statements of respondents, the majority of whom stated that the achievement of job satisfaction for the employees of the UPTD Waste Management at the District Environmental Service. Bombana is fine. This fact is observed from the average value of respondents' perceptions which shows that the employee job satisfaction indicator consisting of salary and working conditions is the main factor or priority in its implementation because it has a higher average value compared to the indicators of the work itself, promotion, supervision, group work. This means that the employees of the UPTD for Waste Management at the District Environmental Service. Bombana is satisfied with the salary they get and satisfied with their working conditions where the environmental conditions or the conditions in which they work can support the implementation of each employee's duties.

Empirical facts based on the description of respondents' responses if observed based on the indicators. The work itself has an average value that is in the good category. This shows that the perception of the employees of the Waste Management UPTD at the District Environmental Service. Bombana is satisfied with their work when they are given interesting and challenging assignments and opportunities for learning, equal opportunities and opportunities and a friendly environment. Then the salary indicator with an average value that is categorized as good. This value indicates that the employees of the UPTD for Waste Management at the District Environmental Service.

Bombana is satisfied with the amount of money it receives and the degree to which this can be seen as appropriate compared to others in the organization. Money not only helps people acquire basic needs, but is also a tool to provide higher level needs satisfaction.

The respondent's statement if examined based on promotion indicators shows that the majority of respondents strongly agree that promotion is an opportunity to advance in the organization, seems to have a different effect on job satisfaction. This is because promotions take a number of different forms and have rewards, such as promotions on the basis of seniority or performance and promotions for salary increases. Furthermore, the average value of the supervisory indicator (supervision) is categorized as good. This shows that the majority of employees state that the ability of supervision or supervisor at the UPTD office of Waste Management at the District Environmental Service. Bombana to provide technical assistance and behavioral support to employees. The description of respondents' answers based on the Working Group Indicators is categorized as good. This shows that the majority of employees feel that there is interaction with co-workers who are a source of support, comfort, advice, and assistance to team members who are a source of employee job satisfaction at the UPTD Waste Management at the District Environmental Service. Bombana. then for indicators working conditions are categorized as good. This shows that employees feel that working conditions are the perception of employees of the UPTD Waste Management at the District Environmental Office. Bombana on environmental conditions or conditions in which they work that can support the implementation of each employee's duties

The results of this study are in line with research conducted by Novita Triwulandari, Akhmad Suharto, Hisyam Zaini (2018) which states that work discipline and teamwork have a significant effect on job satisfaction. Then Occupational Health and Safety has a significant effect on job satisfaction according to Kularathna, WKHU and Per era, GDN (2016), I Nyoman Resa Adhika, I Gede Rihayana, Putu Pradiva Putra Salain (2020) and

Andi Niartiningsih, Irwandy, Masyitha Muis (2020)) states that Occupational Health and Safety has a significant effect on job satisfaction

5.4.2. The Effect of Work Discipline on Job Satisfaction

The results showed that work discipline had a positive and significant effect on job satisfaction of UPTD employees of Waste Management at the District Environmental Service. Bombana. This means that the higher the level of employee discipline, the employee's job satisfaction will increase. Changes in improving employee work discipline with indicators of time discipline, regulatory discipline and responsibility discipline have a significant contribution to increasing employee job satisfaction which is reflected through the work itself, salary, promotion, supervision, work attitude and working conditions. Thus, the findings of this study indicate that high work discipline has a real or significant contribution to increasing job satisfaction of UPTD employees of Waste Management at the District Environmental Service. Bombana.

Empirical facts based on the description of respondents' responses, time discipline can be categorized as either employee's perception of attitudes or behavior that shows obedience to working hours which include: attendance and compliance of employees during working hours, employees carrying out tasks on time and correctly. Meanwhile, regulatory discipline can also be categorized as good, which is the employee's perception of the employee's loyalty to the rules that have been set. Loyalty here means being obedient and obedient in carrying out the orders of superiors and the rules and regulations that have been set. As well as the obedience of employees in using the completeness of the uniform that has been determined. Then the discipline of responsibility is categorized as good where the employee's perception of the form of employee responsibility is related to the best use and maintenance of equipment so that it can support office activities to run smoothly. As well as the ability to deal with the work that is his responsibility as an employee.

Work discipline is a mental attitude that is reflected in the behavior of individuals, groups or communities in the form of compliance, the provisions of ethical norms and rules that apply. According to Hasibuan (2013), an employee is said to have high work discipline if he meets criteria based on attitudes that refer to the mental and employee behavior that comes from his own awareness or willingness to carry out tasks and organizational regulations. Furthermore, employee performance will achieve better results. maximum if it is supported by the knowledge possessed. Every employee is expected to continue to explore their knowledge and not just depend on or fixate on the existing system. So, it can be said that every employee has a role in increasing knowledge.

The results of this study are in line with research conducted by Efi Jayanti, Rara Ririn Budi Utaminingsyas, Umar Farouk (2020) stating that work discipline has a positive and significant effect on job satisfaction.

5.4.3. The Effect of Teamwork on Job Satisfaction

The results of data analysis show that teamwork has a positive and significant effect on employee job satisfaction. These results indicate that the better the teamwork of the employees, the significantly or significantly will be able to increase the job satisfaction of the employees of the UPTD Waste Management at the District Environmental Service. Bombana.

The test results are supported by empirical facts according to the responses of the majority of respondents who perceive that the implementation of teamwork is good so that it has an impact on employee job satisfaction. This result is also reinforced by the percentage of respondents who answered that the majority said that teamwork had been carried out very well.

Teamwork is one of the actions that encourage employees to work effectively. Teamwork can help employees to be more creative because of the collaboration between employees, exchanging ideas, and conveying their arguments to each other about existing workers. Teamwork is a well-coordinated form of joint or group work to work with leaders where the team consists of people who have different skills or expertise (Panggiki et al., 2017).

These duties and responsibilities must be borne by everyone based on their expertise in each field. Organizations need integrated human resources. The human resource component certainly has various expertise. For that, we need a teamwork (teamwork) and work discipline that plays a role in running the organization. Teamwork can also be called teamwork. Teamwork that will carry out all management activities so that teamwork becomes a factor that affects job satisfaction.

The findings that prove that teamwork has a positive and significant effect on job satisfaction according to Mirjam Körner, Markus A. Wirtz, Jürgen Bengel and Anja S. Göritz (2015) that teamwork has a positive impact on job satisfaction. Similarly, Jalal Hanaysha and Putri Rosita Tahir (2016) stated that teamwork has a positive impact on job satisfaction.

5.4.4. Effect of Occupational Health and Safety on Job Satisfaction

Hypothesis testing on data analysis shows that occupational health and safety have a positive and significant effect on job satisfaction of UPTD employees of Waste Management at the Environmental Service of District. Bombana. These results indicate that the better the health and safety of employees, the real or significant impact on increasing job satisfaction of UPTD employees of Waste Management at the District Environmental Service. Bombana.

The results of this study are also reinforced by facts in the field where according to respondents' statements that the majority of occupational health and safety employees of the UPTD Waste Management at the District Environmental Service. Bombana. It's been very good. If it is observed from the empirical facts that the socio-psychology factor indicator has the highest average value, it can be interpreted that the relationship built between

leaders and employees is felt to be good and the harmony in building cooperation is also good. Thus, based on the perception of employees stating that Occupational Health and Safety has been carried out well and has a significant influence on their job satisfaction.

Facts in the field relating to *Chemical Factors* are categorized as good, meaning that in the waste management process, employees will certainly be faced with various types of waste that contain hazardous chemicals, so they must be careful in handling the waste.

Furthermore, with regard to respondents' responses to the indicators of *Biological Factors*, they are categorized as good, meaning that in handling waste in the community, employees must be careful with waste that can cause diseases originating from microbes. So, it is very necessary to protect equipment for safety in carrying out work in the field. The tools commonly used in waste handling are provided independently by the UPTD of Waste Management at the District Environmental Office. Bombana consists of masks, gloves, broom sticks, shovels, boots and other equipment that supports employee activities in the field.

Occupational Health and Safety is an effort to ensure and maintain physical and spiritual health and the integrity of the workforce, especially humans, towards a just and prosperous society (Mangkunegara, 2009: 123). Occupational Health and Safety, including one of the company's maintenance programs. The implementation of an Occupational Health and Safety Program for employees is very important because it aims to create work safety and a unified system that involves elements of management, labor, working conditions and an integrated work environment to reduce accidents. The issue of occupational health and safety is not solely the responsibility of the government but is the responsibility of all parties, namely employers, workers and the community (Busyairi, 2014).

Occupational Health and Safety is the main capital for human resources who work in the company, especially in the production section. If Occupational Health and Safety is not provided properly, it will harm the employee and can also have a bad impact on the company. Work safety according to Mondy (2008) is the protection of employees from injuries caused by work-related accidents. While occupational health according to Mathis and Jackson (2002) is a condition that refers to physical, mental and emotional stability in general. Job satisfaction is a pleasant or unpleasant emotional state with which employees perceive work (Handoko, 2008). Satisfaction can be formed, one of which is related to Occupational Health and Safety guarantees,

Several previous research results that prove that Occupational Health and Safety have a significant effect on job satisfaction are according to Kularathna, WKHU and Per era, GDN (2016), I Nyoman Resa Adhika, I Gede Rihayana, Putu Pradiva Putra Salain (2020) and Andi Niartiningsih, Irwandy, Masyitha Muis (2020) stated that Occupational Health and Safety had a significant effect on job satisfaction, while according to Vivin Maharani Ekowati and Firqiyatul Makhfudloh Amin (2018) Occupational Health and Safety had no significant effect on job satisfaction.

5.5. Research Limitations

Some of the limitations of the study that can be taken into consideration by the next researcher are:

1. This research data uses employee perceptions through self-assessment or *self-appraisal*. In addition, because of the busyness of employees at the UPTD for Waste Management at the District Environmental Office. Bombana and time constraints, researchers have difficulty digging more in-depth information on this research study.
2. The results of this study cannot be generalized to other cases or agencies because this research is limited to only one government agency in this case is the UPTD of Waste Management at the District Environmental Service. Bombana as the object of research, so that the generalization of the research results is still relatively low. Further research should use a different research object by describing other variables that can affect employee job satisfaction.

VI. CONCLUSIONS AND SUGGESTIONS

6.1. Conclusion

Based on the results of data analysis, discussion and research findings, some conclusions can be drawn from this research as follows:

1. The results showed that work discipline, teamwork and occupational health and safety had a positive effect on employee job satisfaction. This means that an increase in work discipline, teamwork and occupational health and safety simultaneously has a positive contribution to increasing employee job satisfaction.
2. Work discipline has a significant positive effect on employee job satisfaction. This means that an increase in employee work discipline is described as having a positive contribution to increasing employee job satisfaction. The higher the employee's work discipline will be able to increase the job satisfaction of the employees of the UPTD Waste Management at the District Environmental Service. Bombana.
3. Teamwork has a positive effect on employee job satisfaction. This means that the increase in employee teamwork has a significant contribution to employee job satisfaction. This means that the better the cooperation of the employee team will be able to increase the job satisfaction of the employees of the UPTD Waste Management at the District Environmental Service. Bombana.
4. Occupational Health and Safety has a positive effect on employee job satisfaction. This means that good Occupational Health and Safety contributes positively to increasing employee job satisfaction. This means that the better the handling of occupational safety and health can increase the job satisfaction of the employees of the UPTD Waste Management at the District Environmental Service. Bombana.

6.2. Suggestion

Based on the findings and conclusions of this study, the following recommendations can be made:

1. Policy-making UPTD Waste Management at the Environmental Service District. Bombana needs to pay attention to improving work discipline in this case related to indicators of regulatory discipline having a low average value compared to other indicators of work discipline measurement. Therefore, the leadership of the UPTD for Waste Management at the District Environmental Office. Bombana needs to improve employee discipline, especially with regard to discipline against applicable rules.
2. Regarding teamwork, the lowest indicator is communication, which is the lowest indicator. Therefore, in the need to build teamwork, it is very necessary to establish good communication between leaders and employees as well as between employees in the work team.
3. In relation to employee job satisfaction, leaders need to pay attention to employee promotions because they have the lowest average indicator value so that the leadership needs to pay attention.
4. For future researchers, it is recommended to develop research models that are more complex in answering the question of increasing employee job satisfaction by unraveling the influence of variables that can have an impact on employee job satisfaction.

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