

The Influence Of Locus Of Control, Self Efficacy And Discipline Of Work, Job Satisfaction On Work Motivation In The Hj Bunda Halimah Hospital Batam

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Abstract

In this study, researchers used respondent data, such as gender, age and duration of work of respondents to be able to provide information about the characteristics of respondents. The study population was employees in the Hj. Bunda Halimah Hospital Batam, which consists of doctors and health workers such as nurses, midwives and administrative staff. The sample is determined by the number of sample members (sample size) 55 people by proportional random sampling technique. 15 doctors and 40 health employees. This study is the result of a field study to obtain questionnaire answer data that measures five main variables in this study, namely locus Of Control, Self Efficacy And Discipline Of Work, Job Satisfaction on Work Motivation of employees in the Hj. Bunda Halimah Hospital Batam. The instrument was developed based on theoretical studies, then defined in conceptual definitions, operational definitions, and developed through lattice instruments and technical techniques. Knitted data analysis uses descriptive statistics and statistical analysis to test the significance of path coefficients, descriptive statistics to present data in the form of frequency distribution tables, histograms, and the number of statistics such as media, modes, averages, variants, and foreign standards. exchange. Statistical tests are used to test the significance of path coefficients using Partial Least Square (PLS) which is a Multivariate Analysis in the second generation using structural equation modeling (SEM). PLS can be used for a small number of samples, and of course with a large number of samples will be better able to improve the accuracy of estimates. PLS does not require the assumption that data distribution must be normal or not. The construct form can use a reflective or formative model in which from the results of statistical analysis, the relationship between variables formulated in the formulation of a problem as many as 7 pieces obtained significant results.

Keywords: *Locus Of Control, Self Efficacy And Discipline Of Work, Job Satisfaction, Work Motivation*

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1. Introduction

Each organization in carrying out its duties and functions is largely determined by the quality of its human resources and supporting infrastructure. Human resources and equipment are elements in moving the wheels of the organization, as well as internal factors that influence the progress of the organization. To achieve organizational goals there are many factors that support, one of which is the promotion of position. One encouragement of someone working at a company or organization is the opportunity to advance. It is human nature in general to be more advanced, better than their current state, that's why they want progress. Promotion has a very important meaning for every company or organization because promotion means company stability and employee morale will be more guaranteed.

Promotion is a move that increases the employee's authority and responsibilities, rights, status, and a large amount of income. Promotion is also expected to have a broader purpose, namely to fill vacant positions, because basically positions will one day be abandoned. Every employee craves promotion because it is seen as a tribute to someone's success showing high work performance in fulfilling obligations in the jobs and positions he holds now, as well as recognition of the ability and achievement concerned to occupy a higher position in the organization. Work Culture is a philosophy based on a view of life as values that become the nature, habits and also the driving force cultivated in a group and reflected in attitudes into behavior, ideals, opinions, views and actions that manifest as work [2].

Work Culture is a system of meanings, values and beliefs shared in an organization that is a reference for action and distinguishes one organization from another organization. Work culture is important for every employee to get high job satisfaction. Employee facilities are a supporting factor for the smoothness of the tasks they do, so the work can be done as expected. work facility is something that must be provided by the organization, both facilities provided directly and supporting facilities for ease and comfort for employees in performing work. With adequate work facilities that can create a sense of security, comfort and make it easy for employees to do work. Recognizing the importance of work facilities for employees, the organization is required to provide and provide work facilities for the success of an organization that is never independent of the provision of work facilities [3].

by having good work facilities, every employee has high job satisfaction. Job satisfaction is one's feeling towards his work by considering the aspects that exist in his work so that arises in him a feeling of pleasure or displeasure with the work situation and his coworkers. Job satisfaction is an emotional attitude that is fun and loves work. With job satisfaction that can be obtained by every employee, it will improve employee performance towards the organization. Performance is a set of results achieved in accordance with the achievement and implementation of work that has been requested previously. then the organization must have good employee performance, namely by having employees who can carry out their duties with full responsibility and in a reliable manner [4].

Formulation of the problem:

1. Does Locus Of Control directly determine Job Satisfaction?
2. Does Self Efficacy directly determine Job Satisfaction?
3. Does Discipline Of Work directly determine Job Satisfaction?
4. Does Locus Of Control directly determine Work Motivation?
5. Does Self Efficacy directly determine Work Motivation?
6. Does Discipline Of Work directly determine Work Motivation?
7. Does Job Satisfaction directly determine Work Motivation?

The theoretical framework of this study was developed from the synthesis of theories based on facts, observations and literature reviews, therefore this theoretical framework contains the relationship or influence between the variables involved in research based on supporting theories, and clearly explains the interrelationships between the intertwined variables, other than that it can be used as a basis for answering problems and logic flow relationships between interrelated variables so that it will be very relevant to the problem studied as follows. According to Robbins (2012:139) Locus of control is the level at which individuals believe that they are determinants of their own destiny. According to Bandura and Nancy (2009:34) say that self efficacy is basically the result of cognitive processes in the form of decisions, beliefs, or expectations about the extent to which individuals estimate their ability to carry out certain tasks or actions needed to achieve the desired results [5].

According to Sastrohadiwiryono (2011:291) Discipline work can be defined as an attitude, respect, obedience and obedience to applicable regulations, both written and unwritten and able to run it and not reluctant to accept sanctions if it violates the duties and the authority given to him. According to Werther (2012:51) also said that job satisfaction as a thought of employees about how far the work as a whole is able to satisfy their needs. According to Hasibuan (2011:112) motivation is the provision of movement that creates the excitement of one's work so that they want to work together, work effectively and be integrated with all their efforts to achieve motivation [6].

2. Research Method

In this study, researchers used respondent data, such as gender, age and length of work of the respondent to provide information about the characteristics of the respondents. Where from the questionnaire distributed as many respondents as 55. The discussion in this chapter is the result of a field study to obtain answers to the questionnaire that measures the five main variables in this study, namely Locus of Control, Self Efficacy, Work Discipline, Job Satisfaction and Work Motivation. Data analysis uses parametric and non-parametric statistics using SEM-PLS (Structural Equation Modeling-Partial Least Square) regarding research variables, instrument testing, normality testing, hypothesis testing, and discussion of the results of hypothesis testing and Path Analysis Path [7].

This study uses path analysis to examine patterns of relationships that reveal the effect of a variable or set of variables on other variables, both directly and indirectly. The calculation of the path coefficient in this study was assisted by SmartPLS Ver 3.0. To determine the direct and indirect effects between variables, this can be seen from the calculation of the path coefficient, while to determine significance. The study the population is in the Hj. Bunda Halimah Hospital Batam, consisting of 15 doctors and 40 health workers using a proportional random sampling technique [8].

3. Results and Analysis

3.1. Internal Consistency Analysis

Internal consistency analysis is a form of reliability used to assess the consistency of results across items on the same test. Internal consistency testing uses composite reliability values with the criteria of a variable said to be reliable if the composite reliability value > 0.600 [9].

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

Variabel	Cronbach's Alpha	rho_A	Composite Reliability	Average Variance Extracted (AVE)
X1	0.787	0.802	0.853	0.539
X2	0.726	0.737	0.807	0.376
X3	0.808	0.814	0.867	0.566
X4	0.836	0.843	0.877	0.505
Y	0.873	0.882	0.908	0.665

Based on internal consistency analysis data in the above table, the results show that the variables X1, X2, X3, X4, Y have a composite reliability > 0.600 , so all questions developed on the 5 variables are reliable meaning cross-item questions developed on the questionnaire of all variables in the test the same has consistency [10].

3.2. Convergent Validity

Convergent validity is used to see the extent to which a measurement is positively correlated with alternative measurements of the same construct. To see an indicator of a construct variable is valid or not, it is seen from the outer loading value. If the outer loading value is greater than (0.4) then an indicator is valid [11].

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

Variabel	X1	X2	X3	X4	Y
X1.1	0.758				
X1.2	0.621				
X1.3	0.721				
X1.4	0.786				
X1.5	0.773				

X2.1		0.615			
X2.2		0.657			
X2.3		0.687			

X2.4 0.479

X2.5		0.649			
X2.6		0.567			
X2.7		0.614			
X3.1			0.824		
X3.2			0.753		
X3.3			0.718		
X3.4			0.739		
X3.5			0.722		
X4.1				0.699	
X4.2				0.633	
X4.3				0.728	
X4.4				0.771	
X4.5				0.729	
X4.7				0.614	
Y1					0.857
Y2					0.704
Y3					0.862
Y4					0.835
Y5					0.809

Based on the above table, it can be seen that the outer loading value for variables X1, X2, X3, X4, Y where the value of all item items in the 5 variables tested is greater than 0.4, then all items developed for all variables are declared valid, meaning that the measurement is positively correlated with alternative measurements of the same construct thus the indicators of all construct variables are valid [12].

3.3. Validity Of Diskriminan

Discriminant validity aims to assess an indicator of a construct variable is valid or not, namely by looking at the Heterotrait - Monotrait Ratio Of Correlation (HTMT) <0.90 , then the variable has a good discriminant validity (valid) [13].

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

Variabel	X1	X2	X3	X4	Y
X1					
X2	0.401				
X3	0.456	0.304			
X4	0.572	0.587	0.641		
Y	0.713	0.617	0.595	0.728	

Based on the above table, the correlation results obtained variables X1 with X2, X3, X4, Y and X3 with X2, X4 with X2, Y with X2 and X4 with X3, Y with X3 and Y with X4 have a correlation value <0.900 , thus the value the correlation of all variables is declared valid. Analysis of structural models or (inner models) aims to test the research hypothesis. The part that needs to be analyzed in the structural model is the coefficient of determination (R Square) by testing the hypothesis [14].

Collinearity testing is to prove the correlation between latent / construct variables is strong or not. If there is a strong correlation it means that the model contains problems if viewed from a methodological point of view, because it has an impact on the estimation of statistical significance. This problem is called collinearity. The value used to analyze it is by looking at the value of Variance Inflation Factor (VIF). If the VIF value is greater than 5.00 then it means there is a collinearity problem, and in contrast there is no collinearity problem if the VIF value <5.00 [15].

Table 4. Collinearity. Source Data Processing (2020)

Variabel	X1	X2	X3	X4	Y
X1				1.262	1.365
X2				1.131	1.331
X3				1.175	1.454
X4					1.900
Y					

From the above data it can be described as follows: The VIF value for the correlation of X1 with Y, X2 with Y, X3 with Y, X4 with Y is <5.00 (there is no collinearity problem). Therefore, from the data above and the development of structural models in this case there is no problem. collinearity In this test there are two stages, namely testing the direct influence hypothesis and testing the indirect effect hypothesis. The coefficients of the hypothesis testing path are in the figure below: Test the significance of the structural coefficient of the path model (Structural Model Path Coefficient). This test is to determine the path coefficient of the structural model, the aim is to test the significance of all relationships or hypothesis testing [16].

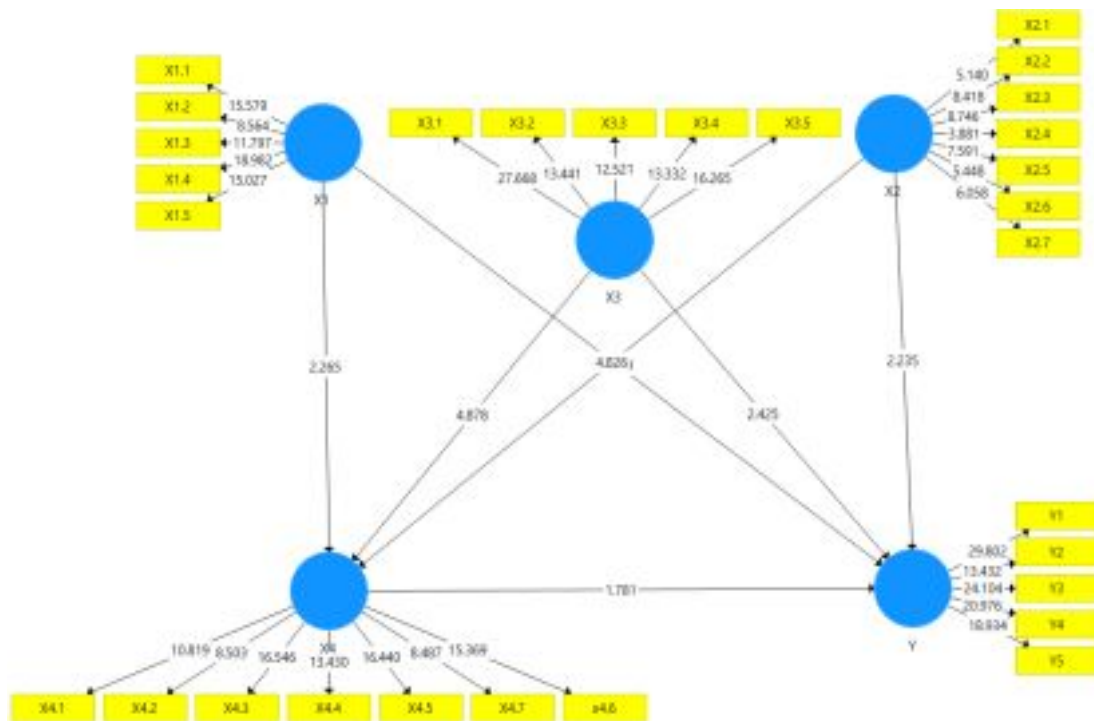


Figure 2. Hypothesis Testing

Direct influence hypothesis testing aims to prove the hypotheses of the influence of a variable on other variables directly (without intermediaries). If the value of the path coefficient is positive indicates that an increase in the value of a variable is followed by an increase in the value of another variable. If the value of the path coefficient is negative indicates that an increase in a variable is followed by a decrease in the value of other variables. If the probability value (P-Value) < Alpha (0.05) then H_0 is rejected (the effect of a variable with other variables is significant). If the value of probability (P-Value) > Alpha (0.05) then H_0 is rejected (the effect of a variable with other variables is not significant) [17].

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

Variable	Real Sample	Sample Average	Standard Deviation	t- Statistik	P Values
X1 -> X4	0.233	0.235	0.103	2.265	0.027
X1 -> Y	0.331	0.330	0.090	3.669	0.001
X2 -> X4	0.325	0.345	0.067	4.826	0.000
X2 -> Y	0.245	0.260	0.110	2.235	0.030
X3 -> X4	0.383	0.383	0.079	4.878	0.000
X3 -> Y	0.222	0.234	0.091	2.425	0.019
X4 -> Y	0.232	0.210	0.130	1.781	0.008

1. The direct effect of variable X1 on variable X4 has a path coefficient of 2.265 (positive), then an increase in the value of variable X1 will be followed by an increase in variable X4. The effect of the variable X1 on X4 has a P-Values value of $0.027 < 0.05$, so it can be stated that the influence between X1 on X4 is significant.
2. The direct effect of variable X1 on variable Y has a path coefficient of 3.669 (positive), then an increase in the value of variable X2 will be followed by an increase in variable Y. The effect of variable X1 on Y has a P-Values value of $0.001 < 0.05$, so it can be stated that the influence between X1 on Y is significant.
3. The direct effect of variable X2 on variable X4 has a path coefficient of 4.826 (positive), then an increase in the value of variable X2 will be followed by an increase in variable X4. The effect of variable X2 on X4 has a P-Values value of $0.000 < 0.05$, so it can be stated that the influence between X2 on X4 is significant.
4. The direct effect of variable X2 on variable Y has a path coefficient of 2.235 (positive), then an increase in the value of variable X2 will be followed by an increase in variable Y. The influence of variable X2 to Y has a P-Values value of $0.030 < 0.05$, so it can be stated that the influence between X2 to Y is significant.
5. The direct effect of variable X3 on variable X4 has a path coefficient of 4.878 (positive), then an increase in the value of variable X3 will be followed by an increase in variable X4. The effect of variable X3 on X4 has a P-Values value of $0.000 < 0.05$, so it can be stated that the influence between X3 to X4 is significant.
6. The direct effect of variable X3 on variable Y has a path coefficient of 2.425 (positive), then an increase in the value of variable X3 will be followed by an increase in variable Y. The effect of variable X3 on Y has a P-Values value of $0.019 < 0.05$, so it can be stated that the influence between X3 on Y is significant.
7. The direct effect of variable X4 on variable Y has a path coefficient of 1.781 (positive), then an increase in the value of variable X4 will be followed by an increase in variable Y. The effect of variable X4 on Y has a P-Values value of $0.008 < 0.05$, so it can be stated that the influence between X4 on Y is significant.

Testing the hypothesis of indirect effects aims to prove the hypotheses of the influence of a variable on other variables indirectly (through intermediaries). If the value of the indirect effect coefficient > direct effect coefficient, then the intervening variable is mediating the relationship between one variable with another variable. Conversely, if the value of the indirect effect koefisien < coefficient of direct effect, then the intervening variable does not mediate the relationship between one variable with another variable [18].

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

Variabel	Sampel Asli (O)	Rata-rata Sampel (M)	Standar Deviasi (STDEV)	T Statistik (O/STDEV)	P Values
X1 -> X4 -> Y	0.054	0.053	0.046	1.181	0.243
X2 -> X4 -> Y	0.075	0.073	0.049	1.520	0.134
X3 -> X4 -> Y	0.089	0.081	0.051	1.749	0.086

1. Based on the table above, the coefficient of indirect effect X1 to Y is $3.669 > 1.181$ (direct effect X1 to Y), thus it can be stated that X4 mediates the effect between X1 on Y.
2. Furthermore, the coefficient value of the indirect effect of the variable X2 on Y is $2.235 > 1.520$ (the direct effect of X2 on Y) thus it can be stated that X4 mediates the effect of X2 on Y.
3. Then, the coefficient value of the indirect effect of the variable X3 on Y is $2.425 > 1.749$ (the direct effect X3 on Y) so that it can be stated that X4 mediates the effect of X3 on Y.

The coefficient of determination (R Square) aims to evaluate the accuracy of the predictions of a variable. In other words, to evaluate how the variation of the value of the dependent variable is influenced by the variation of the value of the independent variable in a path model [19].

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

Variabel	R Square	Adjusted R Square
X4	0.474	0.455
Y	0.587	0.568

In the table above the results obtained (e1) amounted to 0.474 or 47.4% , e2 is 0.587 or 58.7 %

4. Conclusion

The results illustrate, locus of control is a concept that shows the individual's beliefs about the events that occur in his life. Locus of control refers to a measure that shows how a person perceives the possibility of a relationship between the actions carried out with the results obtained. one's perception of success or failure in carrying out various activities in his life caused by his control outside himself. Every employee must have self-control in working in order to control all of his work in order to get good results, self-efficacy is an individual's confidence in his ability to overcome obstacles in order to achieve the desired goals. High or low self efficacy owned by an individual varies in each particular field. Individuals with high self-efficacy believe that they can do things according to the demands of the situation and have realistic expectations. However, if the intended expectation does not make sense, then it is likely that he will encounter a series of bad assessments, for that every employee in order to be able to control self-efficacy in order to produce goals that are desired and organization.

Work discipline can be defined as an attitude of respect, respect, obedience and obedience to applicable regulations, both written and unwritten and able to carry it out and not reluctant to accept sanctions if it violates the duties and authority given to it. Work discipline can be seen as something of great benefit, both for the benefit of the organization and for employees. For organizations the existence of work discipline will guarantee the maintenance of order and the smooth implementation of tasks, so that optimal results are obtained. Whereas employees will get a pleasant working atmosphere so that it will increase satisfaction in carrying out their work. every employee must have a sense of satisfaction in carrying out his work so as to motivate other employees to realize the goals of the organization, especially in the environment of hospital mothers halimah. Thus, employees can carry out their duties with full awareness and can develop energy and mind as much as possible for the realization of organizational goals.

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