

The Effect of Quality of Work Life, Sanctions, Compensation Satisfaction and Supervision on Employee Work Discipline at the Ministry of Agrarian Affairs and Medan City Spatial Planning / National Land Agency

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Abstract-This study aims to investigate the influence of Quality of Work Life, Sanctions, Compensation Satisfaction, and Supervision on Employee Work Discipline at the Ministry of Agrarian Affairs and Spatial Planning Agency of Medan City/National Land Agency. This study was conducted to understand how these factors are interconnected and have the potential to influence employee work discipline in that environment.

This research methodology uses a quantitative approach with a survey as the data collection tool. A sample was drawn from employees in the agency, and the data was analyzed using appropriate statistical techniques, including regression analysis. The results of this study show that Quality of Work Life (QWL) contributes positively to Employee Work Discipline, suggesting that a good work environment can improve work discipline. In addition, Compensation Satisfaction also has a significant positive impact on work discipline, indicating that employees who are satisfied with their compensation are more likely to be disciplined in carrying out their duties. Sanctions and Supervision also play an important role in influencing work discipline, where effective supervision and consistent application of sanctions can improve work discipline. This research has practical implications for management at the Ministry of Agrarian Affairs and Medan City Spatial Planning Agency/National Land Agency, who can use these findings to improve work discipline.

Keywords: Quality of Work Life, Sanctions, Compensation Satisfaction, Supervision, Work Discipline

I. INTRODUCTION

Research Background

Management Source Power Man (MSDM) is something process handling on scope employee, employee, manager And power Work other For can support activity organization sake reach objective Which has determined. Role Management Source Power Man that is arrange And set program Which covers activity employee. Source Power Man besides capable, competent, And skilled, Also must obey regulation as well as provision company Which applies. In realize activity the very needed people Which capable manage in a manner productive, effective And efficient Which can support And push smoothness business in reach objective Which has set. Wrong One method so that achieved matter the that is through discipline employee Because results Work in a manner quality And quantity Which achieved by somebody employee in carry out his job in accordance with not quite enough answer Which given to her so that discipline employee very role important for p

rocess business or organization in progress business Which want to achieved.

Gresida & Utama (2019) states that good discipline is formed from good communication from someone. Communication supports motivation by clarifying what workers need to do or how well they are doing. Son & Aprianti (2020) put forward discipline Work can defined as something attitude honor, value, obedient, And obey to regulations Which applies Good Which written nor No written as well as able run it And No dodge For accept the sanctions if He violate task And authority Which given to her.

Fatoni, Sunaryo & Priyono (2018) "opinionated that discipline is attitude And behavior obedience to regulation organization, procedure Work, code ethics, And norm culture organization other Which must obeyed in produce something product And serve consumer organization. If employee violate rule Which applies so will worn penalty or punishment.

From definition Which put forward by para expert about discipline Work, can interpreted that discipline Work is decision or regulation Which has set by something organization

n or company, And para member or employee required own awareness And willingness in obey all regulation And norms Which There is in company.

In this study the authors found phenomena regarding work discipline at the Ministry of Agrarian Affairs and Spatial Planning / National Land Agency for Medan City in the following table:

Table I.1 List of Attendees of Medan City BPN Honorary Employees and Employees Who Are Late and Did Not Attend the Morning Call

Bulan	Daftar Pegawai							
	Daftar Hadir				Terlambat / Tidak Apel Pagi			
	1	2	3	4	1	2	3	4
Juli	102	100	102	98	19	17	18	16
Agustus	100	98	98	100	16	19	17	16
September	102	100	102	102	16	18	20	19
Oktober	102	102	100	102	18	16	21	19

Source: Personnel Data of the Ministry of Agrarian Affairs and Spatial Planning/National Land Agency of Medan City (2022)

Based on table I.1, it shows that there is a decline in employee work discipline which can be seen from absenteeism and tardiness. In July 2022, there were 2 employees who were absent in the second week and 4 employees who were absent in the fourth week. A total of 19 employees were late in the first week, 17 employees were late in the second week and 18 employees were late in the third week and 16 employees were late in the fourth week. Then in August 2022, there were 2 employees who were absent in the first and fourth weeks and then 4 employees who were absent in the second and third weeks. A total of 16 employees were late in the first week, 19 employees were late in the second week, 17 employees were late in the third week and 16 employees were late in the fourth week. In September 2022, 2 employees were absent in the second week, then 16 employees were late in the first week, 18 employees were late in the second week, 20 employees were late in the third week and 19 employees were late in the fourth week. In October 2022, 2 employees were absent in the third week, then 18 employees were late in the first week, 16 employees were late in the second week, 21 employees were late in the third week and 19 employees were late in the fourth week.

The first phenomenon is the problem of attendance and adherence to work regulations. Some employees arrived late and did not attend the morning roll call, namely survey and mapping employees, then there were problems regarding the use of excess rest time. When the break is over there are still some employees who have not returned to work even up to 1 hour after the break ends.

The next phenomenon is regarding the lack of adherence to work standards. Delay in completing work. The slow completion of the management of documents handled by employees. Several times, people who processed documents had to return because the documents they had processed had not been completed, and even took days.

Good discipline reflects a person's sense of responsibility for the tasks assigned to him. This encourages passion for work, morale, and the realization of company, employee and community goals. Therefore, every manager always tries to ensure that his subordinates have good discipline. A manager is said to be effective in his leadership if his subordinates are well disciplined. Maintaining and improving good discipline is difficult, because many factors influence it.

Permana Hamid & Iqbal (2015) in his research stated that the quality of work life has a positive and significant influence on work discipline, this shows that a high quality of work life will influence employee work discipline.

According to Ace (2017) the quality of work life is seen as capable of increasing the participation and contribution of members or employees to the company. The concept of quality of work life is basically the existence of a balance between work and non-work workers.

Bekti (2018) defines quality of work life (quality of work life) as a process carried out by an organization in ensuring employee welfare job security, job satisfaction, good reward system, employee benefits, employee involvement in achieving goals set by an organization.

Employee Which own quality life Work Which tall will tend For obey regulations Which There is in company. Employee Which own quality life Work Which tall will have discipline Work Which more Good from employee Which own quality life Work low.

Mustika & Susanti (2018) in their research stated that sanctions have a positive and significant effect on employee work discipline. According to Satrohadiwiryo (2013) the main purpose of

carrying out work disciplinary sanctions for employees who violate the norms of change is to improve and educate employees who commit disciplinary violations. Sanctions for disciplinary violations imposed must be commensurate with the disciplinary violations committed so that they are fairly acceptable.

Watimah (2017) argues that sanctions must be enforced in every agency so that employees have the quality to uphold the work discipline of each individual. Disciplined employees can also advance what each agency wants. The stronger the legal sanctions given will deter employees who will do or want to violate the rules of the agency itself.

To improve discipline, it is very important that sanctions be implemented strictly. The sanction is a threat of punishment that has the aim of making the offender's employee's performance better, maintaining the applicable regulations and providing a lesson for the offender.

Oktaria & Nugraheni (2017) in their research stated that compensation satisfaction has a positive and significant influence on work discipline. According to Rivai (2017) compensation is something that employees receive as a replacement for their service contribution to the company. Compensation is one of the implementation of HRM functions related to all types of individual awards in exchange for carrying out organizational tasks. Compensation is the main cost of expertise or work and loyalty in the company's business.

Siagian (2015) states that financial compensation consists of indirect and direct compensation. Direct compensation consists of employee payments in the form of wages, salaries, bonuses, or commissions. Indirect compensation, or benefits, consists of all payments that are not covered by direct financial compensation which include vacations, various types of insurance, services such as child care or religious care, and so on.

Big small compensation can influence upright discipline. Para employee will obey all regulation Which apply, when He feel get guarantee reply service Which worth it with screamed sucks Which has contributed for company. When

He accept compensation Which adequate, they will can Work calm And persistent, as well as always try Work with the best. Will but, when He feel

compensation Which received Far from adequate, so He will think ambiguous And try For look for addition income other outside, so that cause He often absent or often ask for permission go out.

Samura (2017) in his research state that variable supervision influential significant to discipline Work employee. Afifah, et al (2013) state that Supervision is invention And application method as well as tool For ensure that plan has held in accordance with Which has set.

According to Rahman (2019) Supervision can defined as process For "ensure" that goals organization And management achieved. This regarding with ways make activities in accordance Which planned.

According to Mulyadi (2017) Supervision Which meant is business For prevent possibilities deviation from on plans, instructions, suggestions And etc Which has set. With supervision expected deviations Which Possible happen can pressed, so that possibility emergence loss Which big can removed or at least Can minimized.

Matter This means with exists supervision Which Good, expected objective Which has set can achieved with method Which effective And efficient.

Company need give supervision to employee especially in straighten up discipline with objective so that can carry out work with best good (Permatasari, 2015). Supervision is actions repair in implementation Work so that all activity in accordance with plan that have been determined, instructions and instructions so that the predetermined goals can be achieved.

When working, employees have limited ability to understand their work, which can cause errors, whether intentional or unintentional. To anticipate this, the agency concerned needs to carry out proper supervision so that company operations can run smoothly. Supervision has an important role for employees because whether employees work well or badly depends on how they monitor how their employees work and approach employees so that they carry out their work well or not at work.

Satisfaction Compensation

According to Hasibuan (2017) compensation is all income which shaped Money, goods direct or No direct Which accepted employee as reward on service Which given to company. Formation system compensation Which effective is part important from management source Power man Because help interesting And maintain jobs Which talented. Besides That system compensation company own impact to performance strategic.

Supervision

According to Baktiyasa and Farida (2017) work supervision can be defined as a systematic effort by business management to compare the performance of predetermined standards, plans or goals to determine whether performance is in line with these standards and to take the necessary remedial actions to see that resources Human resources are used as effectively and efficiently as possible to achieve goals.

Work Discipline

According to Hasibuan (2017), work discipline is a person's awareness and willingness to obey all applicable regulations and social norms. Awareness is the attitude of someone who voluntarily obeys all regulations and is aware of their duties and responsibilities, willingness is an attitude and behavior in implementing company regulations, whether written or not.

II. RESEARCH METHODS

Data analysis technique

Analysis Regression linear Multiple

Used For predict quality life Work, penalty, satisfaction compensation, And supervision to discipline Work. With use equality regression that is :

$$Y = \alpha + b_1 X_1 + b_2 X_2 + b_3 X_3 + b_4 X_4 + e$$

Information :

Y = Variable dependent (Discipline Work)

α = Constant

β = Coefficient Regression

X1 = Variable independent (Quality Life Work)

X2 = Variable independent (Penalty)

X3 = Variable independent (Satisfaction Compensation)

X4 = Variable independent (Supervision)

e = Standard Error

III. RESEARCH RESULTS AND DISCUSSION

Test Research Instruments

Validity test

Table 1. Quality of Work Life Validity Test Results (X1)

Item	r tabel	Sig.	r hitung	Keterangan
X1.1	0,2287	0,000	0,600	Valid
X1.2	0,2287	0,000	0,472	Valid
X1.3	0,2287	0,000	0,655	Valid
X1.4	0,2287	0,000	0,515	Valid
X1.5	0,2287	0,000	0,555	Valid
X1.6	0,2287	0,000	0,511	Valid
X1.7	0,2287	0,000	0,396	Valid
X1.8	0,2287	0,000	0,600	Valid
X1.9	0,2287	0,000	0,463	Valid
X1.10	0,2287	0,000	0,555	Valid
X1.11	0,2287	0,000	0,522	Valid
X1.12	0,2287	0,000	0,564	Valid

Table 2. Sanction Validity Test Results (X2)

Item	r tabel	Sig.	r hitung	Keterangan
X2.1	0,2287	0,000	0,606	Valid
X2.2	0,2287	0,000	0,626	Valid
X2.3	0,2287	0,000	0,536	Valid
X2.4	0,2287	0,000	0,521	Valid
X2.5	0,2287	0,000	0,608	Valid
X2.6	0,2287	0,000	0,652	Valid
X2.7	0,2287	0,000	0,781	Valid
X2.8	0,2287	0,000	0,338	Valid

Table 3. Compensation Satisfaction Validity Test Results (X3)

Item	r tabel	Sig.	r hitung	Keterangan
X3.1	0,2287	0,000	0,577	Valid
X3.2	0,2287	0,000	0,612	Valid
X3.3	0,2287	0,000	0,621	Valid
X3.4	0,2287	0,000	0,513	Valid
X3.5	0,2287	0,000	0,301	Valid
X3.6	0,2287	0,000	0,538	Valid
X3.7	0,2287	0,000	0,567	Valid
X3.8	0,2287	0,000	0,607	Valid

Table 4. Supervision Validity Test Results (X4)

Item	r tabel	Sig.	r hitung	Keterangan
X4.1	0,2287	0,000	0,632	Valid
X4.2	0,2287	0,000	0,540	Valid
X4.3	0,2287	0,000	0,601	Valid
X4.4	0,2287	0,000	0,619	Valid
X4.5	0,2287	0,000	0,685	Valid
X4.6	0,2287	0,000	0,715	Valid
X4.7	0,2287	0,000	0,618	Valid
X4.8	0,2287	0,000	0,537	Valid

Table 5. Work Discipline Validity Test Results (Y)

Item	r tabel	Sig.	r hitung	Keterangan
Y.1	0,2287	0,000	0,557	Valid
Y.2	0,2287	0,000	0,590	Valid
Y.3	0,2287	0,000	0,553	Valid
Y.4	0,2287	0,000	0,698	Valid
Y.5	0,2287	0,000	0,713	Valid
Y.6	0,2287	0,000	0,697	Valid
Y.7	0,2287	0,000	0,573	Valid
Y.8	0,2287	0,000	0,504	Valid
Y.9	0,2287	0,000	0,240	Valid
Y.10	0,2287	0,000	0,340	Valid

Based on the calculation above, it can be seen that the calculated r value of all question items for all variables is greater than the r table. Thus it can be concluded that all results are valid.

Reliability Test

Table 6. Reliability Test Results

Variabel	Reliabilitas Coefficient	Cronbach Alpha	Nilai Alpha	Keterangan
Kualitas Kehidupan Kerja (X ₁)	12 Pertanyaan	0,772	0,60	Reliabel
Sanksi (X ₂)	8 Pertanyaan	0,723	0,60	Reliabel
Kepuasan Kompensasi (X ₃)	8 Pertanyaan	0,656	0,60	Reliabel
Pengawasan (X ₄)	8 Pertanyaan	0,766	0,60	Reliabel
Disiplin Kerja (Y)	10 Pertanyaan	0,747	0,60	Reliabel

Based on the table above, which shows the Cronbach Alpha value > 0.60 , it can be concluded that the data instrument in this study is declared reliable.

Classic assumption test

Test Normality

**Table 7. Normality Test Results
One-Sample Kolmogorov-Smirnov Test**

		Unstandardized Residual
N		102
Normal <u>Parameters^{a,b}</u>	Mean	.0000000
	Std. Deviation	3.77751381
Most Extreme Differences	Absolute	.089
	Positive	.050
	Negative	-.089
Test Statistic		.089
Asymp. Sig. (2-tailed)		.146 ^c

- Test distribution is Normal.
- Calculated from data.
- Lilliefors Significance Correction.

The table above shows a significance value of $0.146 > 0.05$. It can be concluded that the respondent data from the research conducted shows a normal distribution.

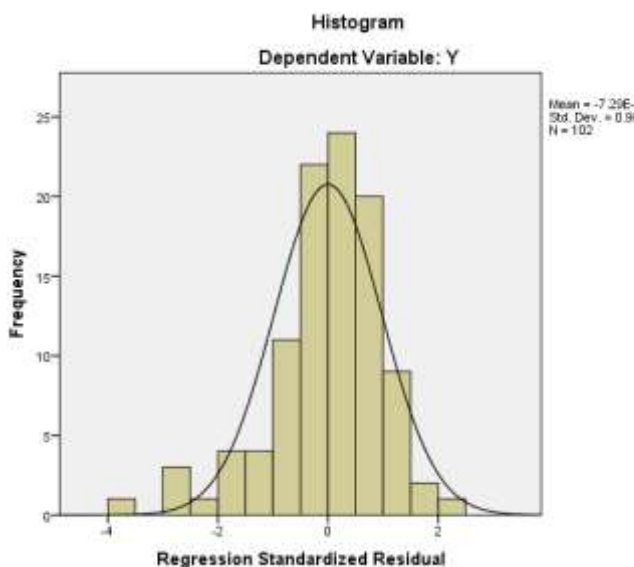


Figure 1. Histogram Graph Normality Test Results

Picture in on displays chart Which show that data Alr already distribute normal. Because can seen from chart histogram Which show data symmetrical Which No deviated to right, left, And form bell backwards.

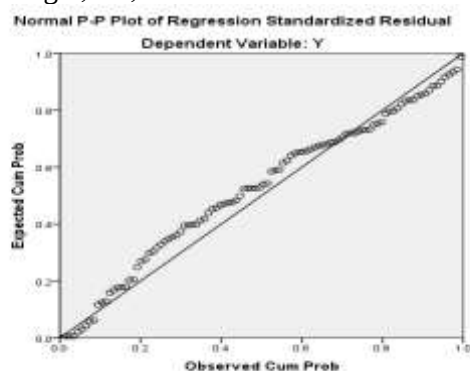


Figure 2. Results Test Normality Chart P-Plot Based
on chart *probability plots* on picture in on show that c hart normal *probability plots* seen data spread around line normal And follow direction line diagonal show pattern distribute normal, so model regression fulfil assumption normality.

Test Multicollinearity

Table 8. Multicollinearity Test Results Coefficientsa

Model		Unstandardized Coefficients		Standardized Coefficients		T	Sig.	Collinearity Statistics	
		B	Std. Error	Beta				Tolerance	VIF
1	(Constant)	19.813	5.607			3.534	.001		
	X1	.214	.118	.214	4.807	.004		.549	1.820
	X2	.259	.142	.189	4.825	.001		.715	1.398
	X3	.148	.130	.111	4.134	.009		.802	1.246
	X4	.574	.126	.473	4.544	.000		.710	1.409

On table 8, can seen that all variable own mark VIF as big more small from 10 And mark *tolerance* variable more big from 0.1. With thereby can stated that mode l equality regression in study This No experience pro blem multicollinearity.

Test Heteroscedasticity

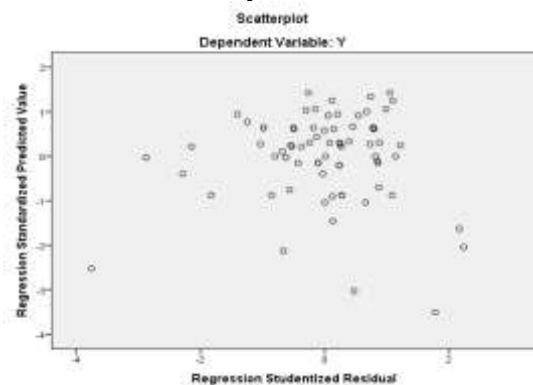


Figure 3. Scatterplot Graph Results
From chart *scatterplot* after transformation data picture 3 in on can seen that dot, dot, dot has spread in on And in lower number 0 on axis Y Which It means model regression No Again experience problem heteroscedasticity.

Analysis Regression linear Multiple

Table 9. Multiple Linear Regression Test Results Coefficientsa

Model		Unstandardized Coefficients		Standardized Coefficients		T	Sig.	Collinearity Statistics	
		B	Std. Error	Beta				Tolerance	VIF
1	(Constant)	19.813	5.607			3.534	.001		
	X1	.214	.118	.214	4.807	.004		.549	1.820
	X2	.259	.142	.189	4.825	.001		.715	1.398
	X3	.148	.130	.111	4.134	.009		.802	1.246
	X4	.574	.126	.473	4.544	.000		.710	1.409

$$Y = 19.813 + 0.214X_1 + 0.259X_2 + 0.148X_3 + 0.574X_4 + e$$

a. Variable quality life Work, penalty, satisfaction compensation And supervision have direction c

- oefficient Which marked positive to discipline Work employee.
- Coefficient quality life Work give mark as big 0.214 Which means that increasing quality life Work can increase discipline Work.
 - Coefficient penalty give mark as big 0.259 Which means that increasing penalty can increase discipline Work.
 - Coefficient satisfaction compensation give mark as big 0.148 Which means that increasing compensation can increase discipline Work.
 - Coefficient supervision give mark as big 0.574 Which means that increasing supervision can increase discipline Work.

Test hypothesis

Test t

Table 10. Test Results t Coefficientsa

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
	B	Std. Error	Beta			Tolerance	VIF
1 (Constant)	19.813	5.607		3.534	.001		
X1	.214	.118	.214	4.807	.004	.549	1.820
X2	.259	.142	.189	4.825	.001	.715	1.398
X3	.148	.130	.111	4.134	.009	.802	1.246
X4	.574	.126	.473	4.544	.000	.710	1.409

a. Dependent Variable: Y

Quality Life Work influential to Discipline Work

Mark significance Quality Life Work (X1) as big $0.004 < 0.05$ And t count $4.807 > t$ table 1.66055 show that Quality Life Work (X1) influential significant to Discipline Work. So, hypothesis Quality Life Work (X1) influential to Discipline Work (H1) accepted. It means the more tall quality life Work so the more tall discipline Work.

Penalty influential to Discipline Work

Mark significance Penalty (X2) as big $0.001 < 0.05$ And t count $4.825 > t$ table

1.66055

show that Penalty (X2) influential significant to Discipline Work.

So, hypothesis Penalty (X2) influential to Discipline Work (H2) accepted. It means the more wise penalty so the more tall discipline Work.

Satisfaction Compensation influential to Discipline Work

Mark significance Satisfaction Compensation (X3) as big $0.009 < 0.05$ And t count $4.134 > t$ table 1.66055 show that Satisfaction Compensation (X3) influential significant to Discipline Work. So, hypothesis Satisfaction Compensation (X3) influential to Discipline Work (H3) accepted. It means the more tall satisfaction compensation so the more tall discipline Work.

Supervision influential to Discipline Work

Mark significance Supervision (X4) as big $0.009 < 0.05$ And t count $4.544 > t$ table 1.66055 show that Supervision (X4) influential significant to Discipline Work. So, hypothesis Supervision (X4) influential to Discipline Work (H4) accepted. It means the more Good supervision so the more tall discipline Work.

Test F

Table 11. Results Test F ANOVAa

Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	494.181	4	123.545	8.315	.000 ^b
	Residual	1441.231	97	14.858		
	Total	1935.412	101			

a. dependent Variables: Y

b. Predictors: (Constant), X4, X2, X3, X1

On study This is known amount sample as much 102 respondents And amount whole variable (k) = 4, so that obtained df (numerator) = $4 - 1 = 3$, df (denominator) = $102 - 3 = 99$.

So mark F table on levels 0.05 is as big 2.70. Based on test F obtained mark significance 0.000 Which value more small from 0.05 And F count $8.315 > F$ table 2.70. This show that model regression quality life Work, penalty, satisfaction compensation And supervision on study This worthy used For predict discipline Work. So can concluded that discipline Work in

manner simultaneous (together) influenced by quality life Work, penalty, satisfaction compensation And supervision.

Coefficient Determination

Table 12. Results Coefficient Determination (R^2)
Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.505 ^a	.555	.525	3.85461

a. iPredictors: i(Constant), iX4, iX2, iX3, iX1

b. iDependent iVariable: iY

On table in on obtained mark coefficient determination $adjusted R^2 = 0.525$ It means variable quality life Work, penalty, satisfaction compensation And supervision have influence to discipline Work. Mark $R^2 = 0.525$ means discipline Work capable explained by variable quality life Work, penalty, satisfaction compensation And supervision as big 52.5%, whereas the rest as big 47.5% can explained by variable other outside scope study.

Discussion

Influence Quality Life Work to Discipline Work

Based results testing statistics in manner Partial mark significant as big $0.004 < 0.05$ showing that variable quality life Work influential significant to discipline Work. From results This show exists similarity with study earlier Which done by state quality life Work influential to discipline Work. Results study This in line with study Which done by Mousavi (2011) Which state that quality life Work influential significant And positive to discipline Work.

Based on distribution answer respondents Which own mark highest on statement "Company give chance to I Forget education To use increase knowledge And ability in doing work as big 61.8%, on statement "I can follow as well as in donating idea nor suggestion in carry out work" as big 52% And on statement "Company carry out proposal nor suggestion from employee with Good" as big 50%. Matter This show that quality life Work on company Already Enough Good seen from indicator growth And development as well as indicator participation Which majority respondents answer very agree.

Matter This show on Ministry Agrarian And System Room/ Body land National City Medan This the more tall influence quality life work will the more tall also discipline Work. Employee Which own quality life work tall will tend For obey regulations Which There is in company. Employee Which own quality life Work Which tall will have discipline Work Which more Good from employee Which own quality life Work low. Giving quality life Work Which done by company with value And pay attention all factor condition Work produce impact Which positive to discipline Work employee.

Influence Penalty to Discipline Work

Based results testing statistics in manner Partial mark significant as big $0.001 < 0.05$ showing that variable penalty influential significant to discipline Work. From results This show exists similarity with study earlier Which done by state penalty influential to discipline Work. Results study This in line with study Which done by Mustika And Susanti (2018) Which state that penalty influential significant And positive to discipline Work.

Based on distribution answer respondents Which own mark highest on statement "I do business minimize error in Work as big 54.9%, And on statement "punishment given after exists proof do error" as big 49%. Matter This show that penalty on company Already Enough Good seen from indicator business minimize error Which happen as well as indicator punishment given after exists proof deviation Which majority respondents answer very agree.

Matter This show that connection between penalty give up with discipline Work employee. The more Good in apply penalty so the more Good also enhancement discipline employee. Application penalty is enforcement punishment discipline Which given leader company or organization to a employee if do violation regulation Which has arranged by organization or company. Application penalty in Ministry Agrarian And System Room/ Body land and National City Medan covers allowance accommodation Which No submitted for employee Which No fulfil his job on division commercial, addition O'clock Work without Money overtime for division personnel Bec

ause Wrong do recapitulation And tabulation data to employee Which on duty.

Influence Satisfaction Compensation to Discipline Work

Bbased results testing statistics in a manner Partial mark significant as big $0.000 < 0.05$ showing that variable satisfaction compensation influential significant to discipline Work. From results This show exists similarity with study earlier Which done by state satisfaction compensation influential to discipline Work. Results study This in line with study Which done by Octaria And Nugrahe ni (2017) Which state that satisfaction compensation influential significant And positive to discipline Work.

Based on distribution answer respondents Which own mark highest on statement "I feel like Because during Work well-being I sufficient" as big 50%, And on statement "Company always notice well-being every employee" as big 57.8% And on statement "Moment overtime Work company always give bonus" as big 52.9%. Matter This show that satisfaction compensation on company Already Enough Good seen from indicator allowance as well as indicator well-being employee Which majority respondents answer very agree. This means that connection between satisfaction compensation give up with discipline Work employee.

Influence Supervision to Discipline Work

Bbased results testing statistics in a manner Partial mark significant as big $0.001 < 0.05$ showing that variable supervision influential significant to discipline Work. From results This show exists similarity with study earlier Which done by state supervision influential to discipline Work. Results study This in line with study Which done by Umamit et al (2016) Which state that supervision influential significant And positive to discipline Work. Bbased results testing statistics in a manner Partial mark significant as big $0.000 < 0.05$ showing that variable satisfaction co

mpensation influential significant to discipline Work. From results This show exists similarity with study earlier Which done by state satisfaction compensation influential to discipline Work. Results study This in line with study Which done by Octaria And Nugrahe ni (2017) Which state that satisfaction compensation influential significant And positive to discipline Work.

Based on distribution answer respondents Which own mark highest on statement "Leader give warning to employee Which do irregularities/errors" as big 52.9%, And on statement "Results Work always become reject measuring evaluation leader to employee" as big 49% And on statement "Results Work always become reject measuring evaluation leader to employee" as big 48%. Matter This show that satisfaction compensation on company Already Enough Good seen from indicator determination standard, indicator determination measurement work as well as indicator measurement implementation work Which majority respondents answer very agree. This means that connection between supervision one way with discipline Work employee.

IV. CONCLUSION

1. Quality Life Work influential significant to Discipline Work on Ministry Agrarian And System Room / Body land National City Medan.
2. Penalty influential significant to Discipline Work on Ministry Agrarian And System Room / Body land National City Medan.
3. Satisfaction Compensation influential significant to Discipline Work on Ministry Agrarian And System Room / Body land National City Medan.
4. Supervision influential significant to Discipline Work on Ministry Agrarian And System Room / Body land National City Medan.
5. Quality of Work Life, Sanctions, Compensation Satisfaction and Supervision have a significant effect on Work Discipline at the Ministry of Agrarian Affairs and Spatial Planning / National Land Agency of Medan City.

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