THE INFLUENCE OF JOB SATISFACTION, WORK DISCIPLINE, AND POSITION PROMOTION ON EMPLOYEE PERFORMANCE PT. SUMATERA ANUGERAH TEKNIINDO PERKASA MEDAN

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Abstrak
Tujuan Penelitian adalah untuk menguji dan menganalisis pengaruh Kepuasan Kerja, Disiplin Kerja, dan Promosi Jabatan terhadap Kinerja Karyawan pada PT. Sumatera Anugerah Teknindo Perkasa Medan. Populasi dalam penelitian ini berjumlah 167 karyawan dan jumlah sampel dalam penelitian ini adalah sebanyak 118 karyawan. Teknik sampling yang digunakan adalah sampling random sampling. Teknik pengumpulan data menggunakan kuesioner, wawancara dan studi dokumentasi. Teknik analisa data menggunakan analisis regresi linear berganda. Hasil pengujian hipotesis secara parsial diperoleh nilai titung > ttabel atau 3,428 > 1,981 dan signifikan yang diperoleh 0,001 < 0,05, berarti bahwa secara parsial mengkonfirmasi kepuasan kerja, disiplin kerja, dan promosi jabatan berpengaruh signifikan terhadap kinerja karyawan. Implikasi penelitian ini menyeru manajemen perusahaan untuk memastikan karyawana diperlakukan dengan adil dan berkesinambungan dapat memicu kinerja karyawan menjadi lebih optimal.

Kata kunci: Kepuasan Kerja, Disiplin Kerja, Promosi Jabatan, Kinerja Karyawan

Abstract
The research objective was to examine and analyze the effect of Job Satisfaction, Work Discipline, and Promotion on Employee Performance at PT. Sumatra Anugerah Teknindo Perkasa Medan. The population in this study amounted to 167 employees and the number of samples in this study were 118. The sampling technique used was random sampling. Data collection techniques used questionnaires, interviews and documentation studies. The data analysis technique uses multiple linear regression analysis. The results of testing the hypothesis partially obtained tcount > ttable or 3,428 > 1,981 and significantly obtained 0.001 < 0.05, meaning that partially confirming job satisfaction, work discipline, and promotion significantly affect employee performance. The implication of this research states that to manage employee performance, special attention is needed to manage employee job satisfaction to have optimal work discipline. Furthermore, promotions that the company applies somewhat and sustainably can trigger employee performance to be more optimal.

Keywords: Job Satisfaction, Work Discipline, Promotion, Employee Performance
INTRODUCTION

In a company the primary asset for the organization is the planner and active actor of various activities within the organization (Efendi et al., 2021). Human resources have thoughts, feelings, desires, status and educational background whose mindset can be brought into an organizational environment (Muliana et al., 2020). Providing relevant work results to meet the organization's needs contributes to employee performance (Silalahi et al., 2021).

Employee performance is the result of quality and quantity achieved by employees in a company by adjusting their duties according to their responsibilities (Candra, Silaban and Sudirman, 2019). Performance as a result of work functions/activities of a person or group within an organization that is influenced by various factors to achieve organizational goals within a certain period. PT Sumatera Anugerah Teknindo Perkasa Medan is a company engaged in the cement and oil industry. Based on the initial research survey, there was a decrease in employee performance as seen from the employee's work that needed to be completed on time, work targets that could not be achieved and the quality of work decreased.

Job satisfaction is an employee's attitude towards his work, a person with a high level of job satisfaction shows a positive attitude towards the job, a person who is dissatisfied with his job shows a negative attitude towards the job (Putri et al., 2021). Employee job satisfaction at PT Sumatera Anugerah Teknindo Perkasa Medan has decreased, which can be seen from the number of employees choosing to leave the company. This is due to dissatisfaction with work due to job descriptions that need to be structured clearly and precisely, low job competition between employees, and the lack of employee career development.

Work discipline is an attitude of self-awareness of order. Employee awareness is required by complying with applicable regulations. Regulations are needed to guide and counsel employees in creating good order in the company. The work discipline of PT Sumatra Anugerah Teknindo Perkasa Medan employees has decreased as can be seen from the number of employees who do not comply with applicable company rules such as decreasing office hours, documentation data obtained by the number of employees who are late during 2021. In addition, many employees who carry out their duties need to comply work procedures applied to the company PT Sumatra Anugerah Teknindo Perkasa Medan.

Promotion is an opportunity to develop and advance which can encourage employees to be better and more enthusiastic about doing a job in an organizational environment (Butarbutar et al., 2022). With a promotion, employees will feel valued, cared for, needed, and recognized for their ability to work by the management in the organization so that they will produce high output and enhance the performance of employees in the organization where they work. At the PT Sumatra Anugerah Teknindo Perkasa Medan company, it was found that the promotion system was minimally carried out so that it triggered employees' careers not to develop, the promotion system was also unclear so that employees had difficulty positioning themselves to get promotions within the company.

Based on the background description above, several questions become problems: How does job satisfaction affect employee performance at PT Sumatra Anugerah Teknindo Perkasa Medan. How does work discipline affect employee performance at PT Sumatra Anugerah Teknindo Perkasa Medan. How does Job Promotion affect Employee Performance at PT Sumatera Anugerah Teknindo Perkasa Medan. What is the effect of Job Satisfaction, Work Discipline, and Position Promotion on Employee Performance at PT Sumatera Anugerah Teknindo Perkasa Medan. From the problems above, researchers need to conduct research titled: "The Influence of
Job Satisfaction, Work Discipline and Position Promotion on Employee Performance at PT Sumatra Anugerah Teknindo Perkasa Medan." This study aimed to test and analyze the effect of job satisfaction, work discipline, and promotion on employee performance at PT Sumatera Anugerah Teknindo Perkasa Medan.

LITERATURE REVIEW

Job Satisfaction
According to (Badeini, 2018), Job Satisfaction is a fairly important element in the organization. Job satisfaction is a person's attitude towards his work which can be a positive or negative attitude, satisfied or dissatisfied. According to (Badriyah, 2016), Job Satisfaction is crucial for obtaining optimal work results. When a person feels satisfaction at work, he will try as much as possible with all his abilities to complete his work assignments.

Based on the definition above, it can be concluded that Job Satisfaction is a person's emotional state, whether pleasant or unpleasant, that employees feel in their work. According to (Mangkunegara, 2018), Indicators of Job Satisfaction such as (1) Turnover, (2) Absenteeism Rate, (3) Employment Level, and (4) Organizational Size.

Work Discipline
According to (Fahmi, 2018), Work Discipline is the level of obedience and adherence to applicable rules and one is willing to accept sanctions or punishments if they violate the rules set out in the discipline. According to (Siagian, 2019), Work Discipline is a management action to encourage members of the organization to fulfill the demands of these various provisions. Based on the above understanding, Work Discipline is an employee's compliance or obedience to the regulations that apply in the company. According to (Hasibuan, 2016), many indicators affect the level of discipline of employees of an organization, including: (1) Remuneration, (2) Fairness, (3) Waskat, (4) Punishment, and (5) Firmness.

Promotion of Position
According to (Setyowati and Sari, 2021), Promotion is the transfer of employees or employees from a higher position or other place and is followed by duties, responsibilities, and authority that are higher than the previously occupied position. According to (Edison, et al., 2016), Promotion is increasing one's class, rank or position to a better level and is part of the career planning process.

Based on the above understanding, Promotion is an opportunity for developing and progressing which can encourage employees to work better or be more enthusiastic about doing a job in a corporate environment. According to (Hasibuan, 2016), Promotional Indicators between others: (1) Work Performance, (2) Skills and (3) Loyalty.

Employee Performance
According to (Warella, et al., 2021), Performance is an achievement achieved by employees or groups within a certain period to achieve organizational goals. According to (Yulianto, 2020), Performance is a quantitative, qualitative measure, timeliness and independence in completing work to determine the extent to which employees have carried out the tasks and responsibilities assigned to employees within a certain period.

From some of the meanings above, it can be concluded that performance or performance is an achievement achieved by an employee in every job or task. To measure Employee Performance according to (Bangun, 2018) are as follows: (1) Amount of Work, (2) Quality of Work, (3) Timeliness and (4) Ability to Work Together.

Influence Theory Job satisfaction on Employee Performance
According to Bangun (2018: 11), when employees rate a job as fun, they say it provides job satisfaction. This situation can
be seen from the results of their work, job satisfaction will improve their performance.

**Theory of the Effect of Work Discipline on Employee Performance**

According to Sutrisno (2019: 177), employee performance will be realized if employees commit to the organization and are supported by high work discipline. Disciplinary problems of employees in the organization, both superiors and subordinates, will give a style to organizational performance.

**Promotion Effect Theory on Employee Performance**

According to Siswanto (2019:24), Promotions will be able to encourage the achievement of maximum employee performance. In general, employees will try their best if they believe that high performance leads to promotion.

**Conceptual Framework**

The following is a picture of the conceptual framework in this study which describes the relationship between the independent variables and the dependent variable:

**Figure I.1. Conceptual framework**

**Hypothesis Study**

Wardani (2020: 16) states, "A hypothesis is a temporary answer used by researchers whose level of truth needs to be tested first." Based on the problems above, then as a quick answer the researcher makes a hypothesis as following:

H1: Job Satisfaction affects Employee Performance at PT. Sumatra Anugerah Teknindo Perkasa Medan

H2: Work Discipline influences Employee Performance at PT. Sumatra Anugerah Teknindo Perkasa Medan

H3: Position Promotion has an effect on Employee Performance at PT. Sumatra Anugerah Teknindo Perkasa Medan

H4: Job Satisfaction, Work Discipline, and Position Promotion affect Employee Performance at PT. Sumatra Anugerah Teknindo Perkasa Medan

**METHOD**

Presearch approach this is based approach quantitative. According to Arikunto (2019:288), research quantitative ain research that is more based on data that can calculated to produce an interpretation. In study In this case, the researcher used the research method quantitative descriptive. According to Arikunto (2019:3), study descriptive is research yesng using correlation research aims to find the influence between variables that sathat's it with other variables.

Characteristic research that used There isis descriptive explanatory. According to Arikunto (2019) descriptive explanatory aims For explain the position of the variables studied and the relationship between variables with variable other. According to Arikunto (2019), the population is all research subjects. The population in this study totaled 167 employees PTSumatra Technology Award Pethe Medan monster.

According to Arikunto (2019), Samples are: part or representative of the population of a population that is careful. Technique sampling yesg is used aias sampling random sampling, To determine amount sampel use the Slovin formulaais as following:

\[
\text{n} = \frac{N}{1+N(e)^2}
\]

\[
\text{n} = \frac{167}{1+167(0.05)^2} = 117.81
\]

Where:

\[
N = 167
\]

\[
1+ 0.4175
\]
RESULTS AND DISCUSSION

Descriptive statistics in this study are:

Table 1. Research descriptive statistics

<table>
<thead>
<tr>
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</tr>
</thead>
<tbody>
<tr>
<td>Job satisfaction</td>
<td>118</td>
<td>8</td>
<td>40</td>
<td>27.51</td>
<td>10.99</td>
</tr>
<tr>
<td>Work Discipline</td>
<td>118</td>
<td>10</td>
<td>50</td>
<td>28.23</td>
<td>12.18</td>
</tr>
<tr>
<td>Job Promotion</td>
<td>118</td>
<td>6</td>
<td>30</td>
<td>15.64</td>
<td>7.89</td>
</tr>
<tr>
<td>Performance</td>
<td>118</td>
<td>8</td>
<td>40</td>
<td>20.94</td>
<td>10.41</td>
</tr>
</tbody>
</table>

Based on the results of these calculations, then a sample amount in study These are 118 employees of PT Sumatra grace Teknindo Perkasa Medan. For the Validity and Reliability Test as many as 30 respondents were taken from the rest of the population.

In this study data collection was carried out by:
1. Questionnaire
   According to Torang (2020: 299), data collection techniques through questionnaires are only used in quantitative research methods and are certainly not recommended for qualitative research. In data collection techniques, questionnaires were distributed to employees.
2. Interview
   According to Torang (2020: 296), interviewing is one technique that can be used in collecting data. Interviews were conducted with company employees.
3. Documentation study
   According to Torang (2020: 299), Documents are descriptions of past event data. This research uses the documentation study: company data, company profile, and company structure.

Table 2. Validity and Reliability Test Results

<table>
<thead>
<tr>
<th>Variable</th>
<th>Items</th>
<th>validity</th>
<th>Reliability (Cronbach Alpha)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Job satisfaction</td>
<td>1</td>
<td>0.506</td>
<td>0.887</td>
</tr>
<tr>
<td></td>
<td>2</td>
<td>0.549</td>
<td>0.871</td>
</tr>
<tr>
<td></td>
<td>3</td>
<td>0.813</td>
<td>0.871</td>
</tr>
<tr>
<td></td>
<td>4</td>
<td>0.868</td>
<td>0.877</td>
</tr>
<tr>
<td></td>
<td>5</td>
<td>0.887</td>
<td>0.924</td>
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<tr>
<td></td>
<td>6</td>
<td>0.860</td>
<td>0.916</td>
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<td>7</td>
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<td>0.877</td>
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<td></td>
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<td>0.457</td>
<td>0.877</td>
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<tr>
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<td>9</td>
<td>0.679</td>
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<tr>
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<td>11</td>
<td>0.832</td>
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</tr>
<tr>
<td></td>
<td>6</td>
<td>0.646</td>
<td>0.878</td>
</tr>
</tbody>
</table>

Source: Results of data processing, 2023

Table 1 shows that the minimum value of the job satisfaction variable is 8 and the maximum is 40, the mean value is 27.51 and the standard deviation is 10,998. The minimum value of the work discipline variable is 10 and the maximum is 50, the mean value is 28.223 and the standard deviation is 7.891. The minimum value for the promotion variable is 6 and the maximum is 30, the mean value is 15.64 and the standard deviation is 7.891. The minimum value of the employee performance variable is 8 and the maximum is 40, the mean value is 20.94 and the standard deviation is 10,411.

Validity and Reliability Test

The validity and reliability tests are intended to measure whether a questionnaire can be used for the following research sample stage. The following is a validity and reliability test, namely:

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</tr>
<tr>
<td></td>
<td>6</td>
<td>0.646</td>
<td>0.878</td>
</tr>
</tbody>
</table>
Table 2 shows that the overall questionnaire for job satisfaction, work discipline, promotion, and employee performance has a value of r count > r table (0.361) and the significance obtained is <0.05 meaning that the entire questionnaire is declared valid. Whereas for the overall reliability test the variables of job satisfaction, work discipline, promotion, and employee performance have Cronbach alpha values > 0.6 indicating reliable.

**Classic assumption test**

**Test Normality**

There are two ways to detect whether the residuals are normally distributed or not, namely:

- **Figure 1. Histogram Normality**
  - The histogram graph shows that the data forms a curved line that tends to be symmetrical (U) and does not deviate to the left or the right, so the data is usually distributed.

- **Figure 2. PP Plot Normality Test**
  - Figure Graph of Normality PP Plot shows that the data is spread around the diagonal line, most of the distribution is close to the diagonal line. This means that the data is usually distributed.

**Kolmogorov Smirnov Normality Test**

Table 3 shows the normality test results using the Kolmogorov Smirnov test showing a significant value of 0.096 > 0.05. Thus, the Kolmogorov Smirnov test results show that the data is usually distributed.

**Multicollinearity Test**

The results of the multicollinearity test can be seen in Table 4.
a. Dependent Variable: Performance
Source: Results of data processing, 2023

The tolerance value is > 0.1 while the VIF value for the independent variable is <10. Thus in the multicollinearity test there is no correlation between the independent variables between job satisfaction, work discipline and promotion.

Heteroscedasticity Test
Detecting heteroscedasticity is:

From the scatterplot graph it can be seen that the dots spread with an unclear pattern both above and below zero (0) on the Y axis, do not gather in one place, so from the scatterplot graph it can be concluded that there is no heteroscedasticity in the regression model.

Table 5. Heteroscedasticity Test with the Glejser Test

<table>
<thead>
<tr>
<th>Model B</th>
<th>Unstandardized Coefficients</th>
<th>Standardized Coefficients</th>
<th>Tolerance</th>
<th>VIF</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>1.153</td>
<td>.038</td>
<td>.876</td>
<td>.383</td>
</tr>
<tr>
<td>Kepuasan</td>
<td>.263</td>
<td>.077</td>
<td>.278</td>
<td>3.428</td>
</tr>
<tr>
<td>Kerja</td>
<td>.214</td>
<td>.017</td>
<td>.167</td>
<td>2.012</td>
</tr>
<tr>
<td>Disiplin</td>
<td>.356</td>
<td>.059</td>
<td>.150</td>
<td>1.520</td>
</tr>
<tr>
<td>Jabatan</td>
<td>.141</td>
<td>.067</td>
<td>.233</td>
<td>2.015</td>
</tr>
</tbody>
</table>

The significant value of job satisfaction obtained a significant result of 0.394 > 0.05, work discipline obtained a significant result of 0.131 > 0.05 and promotion obtained a significant result of 0.057 > 0.05, there was no heteroscedasticity problem.

Analysis and Research Results
Research Model
The data analysis model in this study is a multiple regression analysis (multiple regression). According to Torang (2020: 302), if the measurement of influence between variables involves more than one independent variable (X1, X2, X3,….Xn) then it is called multiple linear regression analysis. The formula follows: \[ Y = a_0 + b_1X_1 + b_2X_2 + b_3X_3 + e \]

Table 6. Multiple Linear Regression Analysis

<table>
<thead>
<tr>
<th>Coefficientsa</th>
</tr>
</thead>
<tbody>
<tr>
<td>Unstandardized Coefficients</td>
</tr>
<tr>
<td>-----------------------------</td>
</tr>
<tr>
<td>1 (Constant)</td>
</tr>
<tr>
<td>Kepuasan</td>
</tr>
<tr>
<td>Kerja</td>
</tr>
<tr>
<td>Disiplin Kerja</td>
</tr>
<tr>
<td>Promosi Jabatan</td>
</tr>
</tbody>
</table>

Employee Performance = 0.482 + 0.263 Job Satisfaction + 0.312 Work Discipline + 0.282 x Promotion + e

A constant of 0.482 states that if the variables of job satisfaction, work discipline and promotion do not exist or are constant, then the employee performance variable is 0.482 units. The regression coefficient of the
job satisfaction variable is 0.263 and has a positive value, this states that if each increase in the job satisfaction variable is 1 unit, it will increase the employee performance variable by 0.263 units assuming the other variables are constant. The regression coefficient of the work discipline variable is 0.312 and has a positive value, this states that if each increase in the work discipline variable by 1 unit will increase the employee performance variable by 0.312 units assuming the other variables are constant. The regression coefficient of the promotion variable is 0.282 and is positive.

**Hypothesis Determination Coefficient**

If the correlation coefficient is squared, it will become a coefficient of determination, which means that the cause of changes in the dependent variable coming from the independent variable is the square of the correlation coefficient. The coefficient of determination is

\[ R^2 \]

<table>
<thead>
<tr>
<th>Model</th>
<th>Sum of Squares</th>
<th>df</th>
<th>Mean Square</th>
<th>F</th>
<th>Sig.</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Regression</td>
<td>3</td>
<td>1893.523</td>
<td>30.8</td>
<td>0.000</td>
</tr>
<tr>
<td></td>
<td>Residual</td>
<td>114</td>
<td>61.404</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Total</td>
<td></td>
<td>117</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

The test results for the coefficient of determination obtained an Adjusted R Square value of 0.433, this means 43.3% of the variation in employee performance variables which can be explained by variations in the variables of job satisfaction, work discipline and promotion, while the remaining 56.7% (100% - 43.3%) is explained by other variables not examined in this study, such as innovation, creative behavior, employee professionalism and work life balance and so on.

**Simultaneous Hypothesis Testing (Test F)**

The F test is used to determine the effect of the independent variables on the dependent variable together. F tester is:

The test results obtained F count (30.837) > F table (2.68) and a significance probability of 0.000 <0.05, meaning that Ho is rejected and Ha is accepted, namely simultaneously Job Satisfaction, Work Discipline and Position Promotion have a positive and significant effect on performance Employees at PT Sumatra Anugerah Teknindo Perkasa Medan.

**Partial Hypothesis Testing (t test)**

The t test is used to determine whether there is a significant (significant) relationship or influence between the independent variables partially on the dependent variable. t test is:

The results of testing the hypothesis partially obtained tcount> ttable or 3.428> 1.981 and a significant obtained 0.001 <0.05, meaning that Ho is rejected and Ha is accepted, namely partially Job Satisfaction has a positive and significant effect on
Employee Performance at PT Sumatera Anugerah Teknindo Perkasa Medan. The results of partial hypothesis testing obtained tcount > ttable or 4.610 > 1.981 and a significant obtained 0.000 <0.05, meaning that Ho is rejected and Ha is accepted, namely work discipline has a positive and significant effect on employee performance at PT Sumatera Anugerah Teknindo Perkasa Medan.

The results of hypothesis testing partially obtained tcount > ttable or 2.412 > 1.981 and significantly obtained 0.017 <0.05, meaning that Ho is rejected and Ha is accepted, that is, partially Promotion has a positive and significant effect on Employee Performance at PT Sumatera Anugerah Teknindo Perkasa Medan.

Discussion
The Effect of Job Satisfaction on Employee Performance
The results of hypothesis testing partially obtained tcount > ttable or 3.428 > 1.981 and significantly obtained 0.001 <0.05, meaning that Ho is rejected and Ha is accepted, namely partially Job Satisfaction has a positive and significant effect on Employee Performance at PT Sumatera Anugerah Teknindo Perkasa Medan. This result is in line with Prasetyo and Marling’s research (2019), which found that Job Satisfaction has a positive and significant effect on Employee Performance. Apart from that, it is also in line with the theory according to Bangun (2018: 11), when employees rate a job as fun to do, they say that the job provides job satisfaction. This situation can be seen from the results of their work, job satisfaction will improve their performance. Job satisfaction is the general attitude of an individual towards his work, a person with a high level of job satisfaction shows a positive attitude towards the job, a person who is dissatisfied with his job shows a negative attitude towards the job. Employee job satisfaction at PT Sumatra Anugerah Teknindo Perkasa Medan has decreased, which can be seen from the number of employees choosing to leave the company. This is due to dissatisfaction with work due to job descriptions that need to be structured clearly and precisely, low job competition between employees, and the lack of employee career development.

Effect of Work Discipline on Employee Performance
The results of partial hypothesis testing obtained tcount > ttable or 4.610 > 1.981 and a significant obtained 0.000 <0.05, meaning that Ho is rejected and Ha is accepted, namely work discipline has a positive and significant effect on Employee Performance at PT Sumatera Anugerah Teknindo Perkasa Medan. This result is in line with the research of Suryadi and Karyono (2019), who concluded that Work Discipline has a positive and significant effect on Employee Performance. In addition, it is also in line with the theory according to Sutrisno (2019: 177), employee performance will be realized if employees have a commitment to the organization and are supported by high work discipline. Disciplinary problems of employees in the organization, both superiors and
The Effect of Position Promotion on Employee Performance

The results of partial hypothesis testing obtained $t_{count} > t_{table}$ or $2.412 > 1.981$ and significantly obtained $0.017 <0.05$, meaning that $H_0$ is rejected and $H_a$ is accepted, that is, partially Promotion has a positive and significant effect on Employee Performance at PT Sumaterai Anugerah Teknindo Perkasa Medan. This result is in line with Maulana's research (2019), which showed that Promotion has a positive and significant effect on Employee Performance. In addition, it is also in line with the theory according to Siswanto (2019: 24), Promotion of positions will encourage maximum employee performance. In general, employees will try their best if they believe that high performance leads to promotion. Promotion is an opportunity to develop and advance which can encourage employees to be better and more enthusiastic about doing a job in an organizational environment. With a promotion, employees will feel valued, cared for, needed, and recognized for their ability to work by the management in the organization so that they will produce high output and enhance the performance of employees in the organization where they work. At the company PT Sumatera Anugerah Teknindo Perkasa Medan, it was found that the promotion system was minimally carried out so that it triggered employees' careers not to develop, the promotion system was also unclear so that employees had difficulty positioning themselves to get promotions within the company.

The Effect of Job Satisfaction, Work Discipline and Promotion on Employee Performance

The test results obtained $F_{count} (30.837) > F_{table} (2.68)$ and a significance probability of $0.000 <0.05$, meaning that $H_0$ is rejected and $H_a$ is accepted, namely simultaneously Job Satisfaction, Work Discipline and Position Promotion have a
positive and significant effect on performance Employees at PT Sumatra Anugerah Teknindo Perkasa Medan. Employee performance is the result of performance in quality and quantity achieved by an employee in carrying out his duties following his responsibilities. Performance as a result of work functions/activities of a person or group within an organization that is influenced by various factors to achieve organizational goals within a certain period. PT Sumatera Anugerah Teknindo Perkasa Medan is a company engaged in the cement and oil industry.

CONCLUSIONS AND SUGGESTIONS

Conclusion
The conclusions of this study are as follows: The results of hypothesis testing partially obtained tcount > ttable or 3.428 > 1.981 and significantly obtained 0.001 <0.05, meaning that Ho is rejected and Ha is accepted, namely partially Job Satisfaction has a positive and significant effect on Employee Performance at PT Sumatera Anugerah Teknindo Perkasa Medan. The results of partial hypothesis testing obtained tcount > ttable or 4.610 > 1.981 and a significant obtained 0.000 <0.05, meaning that Ho is rejected and Ha is accepted, namely work discipline has a positive and significant effect on employee performance at PT Sumatera Anugerah Teknindo Perkasa Medan. The results of partial hypothesis testing obtained tcount > ttable or 2.412 > 1.981 and significantly obtained 0.017 <0.05, meaning that Ho is rejected and Ha is accepted, namely promotion has a positive and significant effect on employee performance at PT Sumatera Anugerah Teknindo Perkasa Medan. The test results for the coefficient of determination obtained an Adjusted R Square value of 0.433, this means that 43.3% of the variation in employee performance variables can be explained by variations in the variables of job satisfaction, work discipline and promotion, while the remaining 56.7% is explained by other variables that are not investigated in this study, such as innovation, creative behavior, employee professionalism and work life balance and so on.

Suggestion
Valuable suggestions are: For PT Sumatra Anugerah Teknindo Perkasa Medan. Increase employee job satisfaction by creating comfortable and appropriate environmental and work situations and conditions then support increased compensation. They are increasing work discipline to monitor employees' attitudes and actions complying with company rules and optimize promotion following promotion systems and procedures that are implemented and based on employee fairness. For future researchers, to be able to add other variables outside of the variables studied by researchers. Researchers are expected to be able to put research results into practice at the company where the researcher works and obtain a bachelor's degree in management. For Universitas Prima Indonesia, it is suggested to publish the results of this research which can later be used as reference material for future researchers.

REFERENCES
Butarbutar, M. et al. (2022) ‘Examining Teacher Job Satisfaction Levels


