

THE EFFECT OF EMPLOYEE CHARACTER AND JOB SATISFACTION ON PERFORMANCE WITH DISCIPLINE AS AN INTERVENING VARIABLE ON SPBU EMPLOYEES IN DOMPU REGENCY

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Abstract

This research was analyzed to describe the Influence of Employee Character and Job Satisfaction on Employee Performance with Discipline as an Intervening Variable at Gas Stations in Dompu Regency. This study was classified as quantitative research with research respondents of gas station employees in Dompu Regency with total of 55 people. The research instruments were documentation and questionnaires developed from each theory underlying the research variables. The data collection procedure was carried out directly to the research respondents who were given a maximum of 2 hours to fill out the instrument. Structural Equation Modeling analysis with Partial Least Square (PLS). Research findings concluded that Employee character had a significant effect on employee performance. Employee character did not have a significant effect on employee discipline. Job satisfaction had a significant effect on employee performance. Job satisfaction had a significant effect on employee work discipline. Work discipline does not have a significant effect on employee performance. Employee character had a significant effect on performance through employee discipline. Job satisfaction had a significant effect on performance through employee discipline at gas stations in Dompu Regency.

Keywords: *Character, Job Satisfaction, Discipline, And Performance*

INTRODUCTION

Increasingly tight business competition, companies are required to be able to improve overall organizational performance. One of the key factors in improving organizational performance is through improving employee performance. Employee performance is an important aspect that needs to be considered because it is directly related to the productivity and effectiveness of the company in achieving its goals (Robbins & Judge, 2018).

Worker character is the reason for the tall and moo execution of representatives in an organization, expressing that representative character plays an awfully critical part in deciding work execution, counting representative age, status, sex and length of benefit. Agreeing to (Siswadhi & Ahmad, 2017) worker character is continuously a major concern for pioneers and researchers,

since worker character is closely related to the victory of an person, organization, or society in accomplishing its objectives. The person characteristics of each worker shape representative behavior that impacts persuading, starting, execution, and actualizing worker careers, but separated from the person characteristics of each worker, things that can impact representative behavior don't as it were come from inside the worker but too from the work environment (Ilhami et al., 2020).

Robbins & Judge (2018) expressed that personal (person) characteristics can be seen from age, sex, conjugal status, number of dependents and length of benefit. More youthful representatives tend to have solid physiques, so they are anticipated to work difficult and by and large they are not however hitched or in case they are hitched, they have moderately few children, but more youthful workers are for the most part less taught, less

mindful and regularly alter employments compared to more seasoned workers. Character improvement must begin from creating mindfulness and responsibilities for implementing work culture values. For this reason, it is necessary to have the intention and attitude to carry out work through a positive mindset, as well as intelligence to overcome negative emotions, such as: boredom, frustration, stubbornness, arrogance, and laziness; so that negative self-character does not spread and damage work culture values (Siswadhi & Ahmad, 2017). Employee character, which includes personality traits, values, and individual attitudes, can influence how a person behaves and performs in the work environment (Babalola & Nwanzu, 2024). Individual characters have diverse personalities and traits, both personal and structural, and can be seen from employee performance is that they are loyal to the company and have not worked as hard as they should (Jabal Ghafur Sigli” 2016).

Work fulfillment has moreover long been recognized as an vital calculate contributing to worker execution, where fulfilled representatives tend to be more beneficial and committed to the organization (Angga, 2023). According to (Rodrigo et al., 2022) employees who get job satisfaction will be enthusiastic in completing the tasks given to them with a full sense of responsibility. Conversely, an employee who does not get job satisfaction will have a decrease in work enthusiasm, resulting in boredom, frustration, and other negative consequences. Attention to employee job satisfaction by the organization, especially the personnel department, is very important. The personnel department is expected to be able to bridge what the organization needs from employees with what employees need.

In the interim, the comes about of the ponder (Bakan et al., 2023) Work fulfillment may be a person's emotional reaction to their work. Work fulfillment isn't an full of feeling

response, but an demeanor which is an evaluative evaluation involving objects. Investigate (Carvalho et al., 2020) that work fulfillment incorporates a noteworthy positive impact on representative execution and the suggestions of the ponder emphasize the ought to progress versatile execution so that companies can continuously keep up with improvements in confronting progressively furious competition.

Representatives get the rewards they merit, and are fulfilled, the representative can deliver more prominent execution (Ivancevich, 2019). Representatives in a company can be spurred by giving what they require and need. In any case, giving work inspiration can be troublesome since what is considered critical to one individual isn't essentially imperative to another. Essentially, motivational components are assembled into two bunches, specifically inner variables and outside components. Inside components (individual characteristics) in inspiration incorporate needs, wants and desires that exist inside the person. Outside components (company characteristics) comprise of the work environment, compensation, working conditions, and company approaches, and work connections such as grants, advancements, and duties. Work fulfillment is an evaluation, feeling or state of mind of a individual or representative towards their work and is related to the work environment, sort of work, compensation, connections between colleagues, social connections within the work environment and so on (Sunarta, 2019).

Work fulfillment is the fulfillment of wants and needs through work exercises. Needs are one of the critical variables in propelling workers since as people, they must have different essential and auxiliary needs. Representatives will be spurred in the event that their needs are met, with the fulfillment of needs, work fulfillment will emerge which incorporates a positive impact on employee execution within the company. Execution may be a work result accomplished by a individual in carrying out the assignments doled out to him which is based on aptitudes, encounter and earnestness and time (Hasibuan, 2020).

Employee discipline is a benchmark for employee performance. Work discipline is a

standard in describing quality so that organizations can apply the concept of discipline for subordinates who violate a set of procedures is a violation of discipline (Sutrisno, 2013). Discipline is a policy tool to regulate and implement systematically and regularly for the sincerity of the work team in an organization. (Bandiyono, 2021) states that discipline in management activities to uphold guidelines that are seen as having a relationship with performance achievement.

Discipline in work is closely related to character which has an impact on individual achievement. As a superior at school, the principal has multiple functions, not only as a manager but also as a motivator and inspirator for his subordinates, including in moving the work environment to be disciplined during teaching and other tasks inherent in the teacher. In the concept of the existence of a leader, it is a challenge and is required to be able to manage work and work discipline (Sowiyah, 2015).

This study replicates part of the research model based on several references, and the basic reason for conducting this study, based on direct observation and information from vehicle users, both two-wheeled and four-wheeled users, namely that there are differences in the way operators serve consumers at one gas station with another, the difference in service in question is more in the speech or friendliness of the operator to consumers (drivers).

Differences in employee satisfaction levels in terms of employee (operator) attendance between one gas station and another can be seen from the fact that there are still empty fuel filling stations with the absence of operators or gas station employees, resulting in long queues, sometimes some drivers postpone filling their fuel oil (BMM) and leave the queue, so that these two issues, namely differences in employee treatment at several gas stations in the Dompu Regency area, have an impact on employee performance at each gas station, namely: CV.

Pertamina Karya Dompu Utama, UD Karijawa and CV. Kandai one.

The purpose of this study is to analyze and describe the influence of employee character and job satisfaction on performance with discipline as an intervening variable on SPBU employees in Dompu Regency.

METHODS

This investigate is classified as quantitative investigate with inquire about respondents being gas station representatives in Dompu Rule as numerous as 55 individuals. The research instruments are documentation and questionnaires developed from each theory underlying the research variables. The data collection procedure is carried out directly to the research respondents who are given a maximum of 2 hours to fill out the instrument. Using SEM analysis with Partial Least Square (PLS). The following is the paradigm of this research.

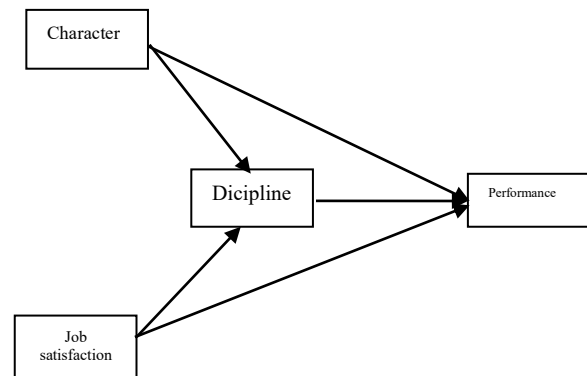


Figure 1. Research Paradigm

In accordance with the main problem and research paradigm, the following hypotheses can be proposed:

1. Representative character incorporates a critical impact on worker execution at SPBU in dompu.
2. Representative character includes a critical impact on worker teach at SPBU in dompu rule.
3. Work fulfillment incorporates a noteworthy impact on representative execution at SPBU in Dompu.

4. Work fulfillment contains a significant impact on representative teach at SPBU in Dompu.
5. Teach features a coordinate and critical impact on representative execution at SPBU in Dompu.
6. Representative character contains a noteworthy impact on worker execution through representative work teach at SPBU in Dompu.
7. Representative fulfillment incorporates a critical impact on worker execution through work teach at SPBU in Dompu rule.

FINDINGS AND DISCUSSION

Research Results

After the analysis was carried out using the SemPLS4 application, the stacking of the discriminant legitimacy calculate was gotten with the criteria in case the p-value ≥ 0.6 at that point it is pronounced substantial (Haryono, 2014). The comes about of the examination are as within the table underneath.

Table 1. Matrix of Diskriminal Validity

Variable							
Const ruct	Char acter	Const ruct	Work Satisf action	Const ruct	Disci pline	Const ruct	Perf orma nce
X1.1	0.775	X2.1	0.839	X3.1	0.826	Y.1	0.792
X1.2	0.898	X2.2	0.872	X3.2	0.725	Y.2	0.895
X1.3	0.922	X2.3	0.913	X3.3	0.826	Y.3	0.921
X1.4	0.869	X2.4	0.877	X3.4	0.865	Y.4	0.868
X1.5	0.757	X2.5	0.759	X3.5	0.829	Y.5	0.763
X1.6	0.933	X2.6	0.928	X3.6	0.683	Y.6	0.932
X1.7	0.893	X2.7	0.857	X3.7	0.825	Y.7	0.898
X1.8	0.780	X2.8	0.713	X3.8	0.765	Y.8	0.755

Source: Output SemPLS 4 (2025)

Table 2. Research Construct Reliability Test Results

Variable	Cronbach's Alpha	Composite Reliability (rho a)
Character (X1)	0.947	0.951
Job satisfaction (X2)	0.943	0.948
Dicipline (X3)	0.921	0.927
Performance (Y)	0.946	0.951

Source: Output SemPLS 4 (2025)

Inner Model is a may be a basic condition show to anticipate causal connections between inactive factors or test theories. To test the speculation, you'll use the T-statistic from the bootstrapping prepare with a esteem of >1.96

and you'll be able too utilize the p-value with a esteem of.

Table 3. R-Square

	R-Square	R-Square Adjusted
Dicipline (X3)	0.854	0.848
Performance (Y)	0.998	0.998

Source: Output SemPLS 4 (2025)

R-square Adjusted employee discipline performance variable of 0.848 indicates that employee character variables (X1) and job satisfaction (X2) have an influence on employee discipline (X3) of 84.5% and this model is considered strong because it has a value of > 0.8 (Haryono, 2014). At that point the R-square adjusted laborer execution variable of 0.998 illustrates that agent execution is influenced by character, work fulfillment and work instruct by 99.8%, and this illustrate is considered strong since it contains a regard of > 0.8 (Haryono, 2014), while the rest is affected by other variables not assessed in this consider. Hypothesis testing can be done by comparing the t-statistics of the bootstrapping handle with the course of action that in case the T-statistic regard is > 1.96 and the p-value < 0.05 at that point the theory is declared recognized or basic, and awful propensity versa (Haryono, 2014). The comes around of the bootstrapping examination in arrange to test the ask almost hypothesis are as inside the table underneath.

Table 4. R-Square dan Hypothesis

Varibel	R-Square	T-statistik	P-value	Hipotesis
X1 > X3	0.049	1.011	0.292	Rejected
X1 > Y	0.250	2.102	0.043	Accepted
X2 > X3	0.973	8.921	0.000	Accepted
X2 > Y	0.739	5.901	0.000	Accepted
X3 > Y	0.011	0.915	0.821	Rejected
X1 > X3 > Y	0.765	6.982	0.000	Accepted
X2 > X3 > Y	0.763	6.979	0.000	Accepted

Source: Output SemPLS 4 (2025)

Goodness of Fit (GoF) could be a speculation test that points to appear how much the level of possibility and precision of a show as a entirety that capacities as approval in PLS-SEM with the run the show on the off chance that GOF 0.1 (Powerless), 0.25 (Direct) and

0.36 (Solid) (Haryono, 2014). The comes about of the investigation at that point the GOF of the inquire about show is known as within the table underneath

Table 5. Goodness Of Fit

	Saturated Model	Estimated Model
SRMR	0.105	0.105
d ULS	5.484	5.839
d G	n/a	n/a
Chi-square	∞	∞
NFI	n/a	n/a

Source: Output *SemPLS 4* (2025)

The test result of the Goodness Of Fit evaluated demonstrate is 0.5484, which suggests that the GOF show is classified as solid. The basic condition demonstrate in this think about is as takes after.

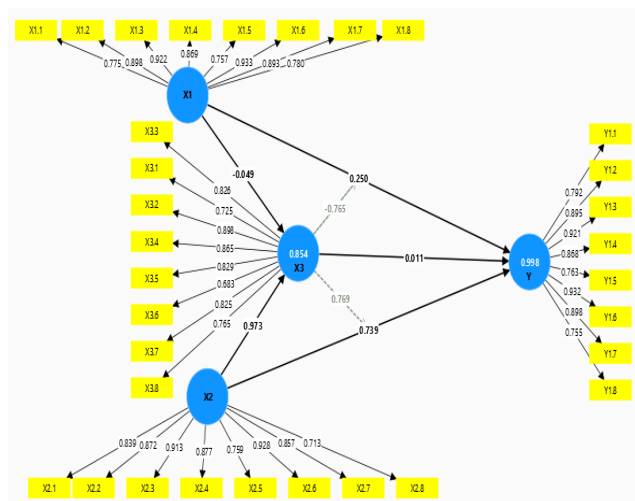


Figure 2. Structural Equation Model

Findings and Discussion

The Influence of Employee Character on Employee Performance

Agreeing to Robbins (Robbins & Judge, 2018) there are at slightest four person characteristics in connection to the execution of work, specifically: (1) true to life characteristics, (2) capacity characteristics, (3) identity characteristics, and (4) learning characteristics. In this respect, the comes about of the expressive investigation appear that the character of Dompu Rule SPBU workers in 2024 with respect to representative character is classified as great, to be specific 51%, in any case, there are still 14% who are very great and got to be progressed. At that point there

are 19 individuals or 35% who expressed that their character is classified as exceptionally great. This information appears that workers by and large have a conventional identity and are trusted by SPBU in carrying out their obligations as SPBU representatives with a full sense of obligation for their particular obligations.

This condition is a phenomenon that results in employee characteristics not being fully able to encourage employee performance in carrying out their duties because of differences in the individual characteristics of each employee which is a difficulty in itself with the implementation of the same work standards. Individual characteristics are the characters brought by individual employees that reflect attitudes, values and interests, which focus on the differences in individual employee characters brought into the world of work so that the performance of each individual employee varies from one to another. The results of the study indicate that there are attitudes, values and interests in the character of individual employees significantly which can encourage increased employee performance, where employees tend to be positive about work, fellow coworkers, with superiors, the work environment and the existing work climate; have responsibility, and innovation while working. Employees who have the skills and tendencies to be able to adapt to the work environment have the ability and motivation to complete work so that good individual employee characters do not stand alone and can increase employee work motivation (Wiliandari, 2019). The results of this study support research (Esthi, 2020) individual character can directly improve employee performance must be supported by employee satisfaction with work.

The Influence of Employee Character on Employee Work Discipline

Employee discipline is an activity carried out to increase employee awareness and understanding of the importance of discipline at work. Employee discipline in the form of increasing employee awareness of the importance of responsibility at work. Employee discipline is the ability to obey

obligations and avoid prohibitions stipulated in laws and/or regulations and/or official regulations which, if not obeyed or violated, will be subject to disciplinary sanctions (Wesson, 2011).

Discipline is the desire and awareness to obey company regulations and social norms. A person will be willing to obey all regulations and carry out their duties, either voluntarily or because they are forced to. Work discipline also contributes to the quality of health services which ultimately impacts work productivity (Muslimin, 2020).

The results of this study indicate that individual character may not significantly affect employee discipline. Supporting research (Muslimin, 2020) where disciplined behavior shown by employees can benefit the organization but not automatically on increasing and oriented towards increasing the productivity of individual variable service services consisting of abilities and skills (mental, physical, and family background, social level, experience), demographics (age, gender) are the reasons for the high and low levels of employee work discipline.

Research (Rahaju, 2017) quality service is a service that can satisfy the community who receive health services that are in accordance with the level of satisfaction and its implementation in accordance with the standards and codes of ethics of the profession that have been set. The formation of good performance can be seen from the results of the work and the discipline of its employees so that it can increase motivation and productivity which can affect the speed of the organization's wheels (Robbins & Mary, 2019).

Research (Syauki, 2020) could be a critical relationship between person character and teach and the performance of an approach or action that's formally organized to extend worker development, work fulfillment, information, and capacities so that the organization can guarantee that individuals with appropriate capabilities and involvement are accessible within the organization can offer assistance the advancement of the company.

The Influence of Job Satisfaction on Employee Performance

Work fulfillment could be a feeling that underpins or does not bolster a individual related to their work or their condition. Sentiments related to work include viewpoints such as work environment, compensation, career advancement openings (advancement), connections with colleagues, work situation, sort of work, organization, quality of supervision, bosses and others (Agussalim et al., 2024; Mangkunegara, 2020). Sentiments related to themselves incorporate age, wellbeing conditions, capacities and instruction.

Work fulfillment is an expression of a person's sentiments or states of mind towards their work, towards advancement openings, connections with associates, supervision and sentiments of fulfillment with the work itself (Akbar & Hermanus, 2022). Agreeing to (Hasibuan, 2020) job fulfillment is an passionate state of mind that's wonderful and adores one's work. Work fulfillment in work is work fulfillment that's delighted in in work by getting great work comes about, situation, treatment, equipment and work environment. Fulfillment exterior of work is representative work fulfillment that's delighted in exterior of work with the sum of remuneration that will be gotten from the comes about of his work, so that he can purchase his needs. The comes about of the ponder appeared that the work fulfillment of representatives of the Dompu Rule Gas Station in 2025 was very tall, namely 44%, and there were still 34% who had a tall level of fulfillment, as numerous as 16% had exceptionally tall fulfillment. There are indeed 5% who have moo work fulfillment. The comes about of the tests and examination that have been carried out appear that work fulfillment features a critical impact on representative execution. Work fulfillment has an impact on representative execution. Supporting inquire about (Djuli et al., 2023) work fulfillment from the marker of grants given by leaders for accomplishments accomplished is the greatest marker within the representative work fulfillment figure, awesome inspiration in working since the appreciation given by pioneers for their execution is exceptionally

great. Workers are moreover fulfilled with the appreciation.

The greatest worker execution, at that point the employee's work comes about once in a while get complaints. These comes about are in understanding with the comes about of investigate on work fulfillment which states that worker execution is the work comes about in terms of quality and amount accomplished by a worker in carrying out his obligations in agreement with the duties given to him (Nurul, 2023).

The Influence of Job Satisfaction on Employee Work Discipline

The level of employee work discipline can also be seen from the employee's ability to utilize and use work equipment or facilities properly, produce satisfactory work, follow work methods according to procedures set by the hotel, have high responsibility, and have honesty in working. Employees who are less disciplined in their work will find it difficult to improve their work results and find it difficult to achieve their goals (Agussalim, 2022).

This indiscipline can be seen from the attitude of employees who have not been able to fully comply with and obey all work regulations, values, and work norms that apply in the company. If this continues, it is feared that each individual will be increasingly undisciplined in their work and will produce low quality work, which will have an impact on the overall performance of the hotel (Cowling & Mailer, 2013).

Moo work teach is thought to be caused by a need of representative work fulfillment with the work comes about gotten in down to earth trade such as in inn operational exercises, work teach and representative work fulfillment are critical variables in accomplishing company objectives. Agreeing to (Magallanes, 2022; Robbins & Judge, 2018) tall work teach will empower somebody to be more dependable for their work, increment viability and proficiency as well as the quality and amount of work.

The comes about of the inquire about and theories that have been carried out, it can be concluded that worker work fulfillment encompasses a positive and noteworthy impact

on worker work teach. Supporting investigate (Yanti & Trianasari, 2022) that great work teach reflects the extraordinary obligation of a individual for the assignments given to him. Empower work energy and the realization of company objectives. Appreciate and adore his work. This demeanor is reflected through work assurance, teach, and work execution. Representative work fulfillment must be made as well as conceivable so that worker work resolve, devotion, adore and teach increment. Work fulfillment influences representative work teach. Workers who have a tall level of job satisfaction will moreover have tall work excitement, which can energize representative teach in working. Moreover, in case representatives are less fulfilled with their occupations, representative work teach is moo.

The Impact of Teach on Worker Execution work teach is the foremost critical agent work of human asset administration, since the superior the employee's work teach, the higher the work execution that can be achieved, whereas in the event that there's no execution of great work teach, it'll be troublesome for the company to realize ideal comes about (Agussalim, et al., 2023; Hasibuan, 2020).

Agreeing to (Cowling & Mailer, 2013) teach is additionally valuable for teaching workers to comply with and comply existing directions, strategies, and arrangements so as to create great execution. Execution can by and large be deciphered as a person's victory in carrying out a work, great execution is execution that takes after strategies or methods agreeing to set up measures. Agreeing to (Sedarmayanti, 2014) execution is the result of a person's work where the whole result can be demonstrated concretely and can be measured. Execution that can be surveyed and measured impartially will increment worker inspiration to work better, but in case execution is assessed subjectively and there's no clear estimation, it'll cause representatives to be demotivated and make disappointment at work.

The comes about of the expressive think about appeared that the work teach variable of gas station representatives in Dompu Rule in 2025 was very tall, which was 2%, and there were 14% who had tall teach and 84% who

had exceptionally tall work. This appears that gas station representatives on normal have very tall work teach. The comes about of the speculation test appear that work teach includes a critical impact on execution. This appears that execution is indistinguishable to work accomplishment so that representatives who have tall work teach do not consequently have tall work quality, and work development that's in agreement with desires in agreement with the comes about of the think about (Lubis et al., 2024) that an employee's work teach does not essentially influence execution due to truancy, and this demeanor in carrying out work. Representatives who have high teach don't delay, and always attempt to finish on time indeed in spite of the fact that there's no coordinate supervision from their bosses.

The Influence of Character on Performance Through Employee Discipline

Employee character is a must for every employee to be accepted by the work environment or organization. Character becomes like maintaining work ethics is one of the important aspects in the world of work, including behavior that is in accordance with the norms and rules that apply in the work environment, such as honesty, integrity, responsibility, hard work, and cooperation. Character education can help employees understand work ethics and apply them in their daily lives in the workplace.

In addition, employee character can improve the quality of interaction in the world of work. Every employee must interact with various people with different backgrounds. Character education can help employees develop their communication skills, empathy, and cooperation with others. Employees who have these abilities will find it easier to build good working relationships with coworkers and superiors.

Then it can improve self-management skills that have good character tend to have better self-management skills. They are able to manage time effectively, prioritize tasks correctly, and manage stress well. Good self-management skills are very important in the world of work, because they can help employees increase productivity and avoid mistakes caused by lack of self-management.

Individual character is the difference between individuals. Individual characteristics in a company are something real because each employee in the company has a different character. Employees who have good character at work will feel comfortable at work so that character will be shown by discipline while working such as obeying the rules, placing a relationship pattern with professionals so that such employees will have high performance. The results of the study show that employee character has an influence on employee performance through employee discipline at the Dompu Regency Gas Station Company. This shows that this study supports (Döring & Wei, 2012; Rosmadia, 2015) employees who have good characteristics can increase discipline so that it also has an impact on productivity and performance. Employees who have good character tend to be more disciplined and productive and have a better work record. They have good work character, meaning that employees will have aspects that reflect employee compliance, commitment, and performance to the rules and policies that have been set by the organization so that employee motivation to work and have the ability to complete tasks effectively and efficiently. Developing employee character can help employees develop high motivation and the ability to work effectively, thereby increasing employee productivity and performance.

The Influence of Job Satisfaction on Performance Through Employee Discipline

Optimizing the responsibility of an organization in confronting the requests of the advancement of the time empowers cautious thought of the quality of human assets. The accessibility of human assets is an vital calculate in an organizational body, so there has to be representative association in carrying out all exercises within the organizational body. Representatives are exceptionally profitable resources within the organizational body that must be overseen appropriately by the organizational body in arrange to supply greatest commitment. One thing that must be a concern for the company is worker work fulfillment (Cowling & Mailer, 2013).

Representatives or laborers who don't feel comfortable whereas working, are not acknowledged, and cannot create all their potential, at that point consequently workers cannot center and concentrate completely on the work being done. Work fulfillment is an vital calculate in an organization, specifically to bolster the accomplishment of organizational objectives. Accomplishing the objectives of an organizational body/institution requires intervention from the authority (Mangkunegara, 2019, 2020). The issue that emerges is what is the benchmark for worker work disappointment, it'll have an affect on worker indiscipline whereas working. Representatives who are not fasting will tend not to be persuaded and imaginative in their work, less submissive to the rules and will in the long run take off the work environment. On the other hand, workers who feel comfortable with their work so that they feel fasting towards their bosses, colleagues, regard, stipend will persuade representatives to be more restrained in their work so that in turn they will move forward their work execution. In agreement with the comes about of the think about, work fulfillment influences execution through worker work teach at the Dompur Rule Gas Station Company.

In other words, work fulfillment and teach as a benchmark for victory in executing a arrangement that's implemented. So within the context of work assessment, it plays a really critical part in assessing work fulfillment since it can have a positive affect on workers such as making work more controlled and will feel fulfilled with the comes about of their work and back the victory of the organization's work (Cowling & Mailer, 2013; Rahiman & Kodikal, 2017).

CONCLUSION AND SUGGESTIONS

Conclusion

Based on the discussion of the research results, the following research results can be concluded: Worker character features a noteworthy impact on worker execution at the Dompur Rule Gas Station Company. Appearing that the superior the employee's character, the more straightforwardly positive the increment in representative work efficiency.

Worker character did not have a noteworthy impact on worker teach at the Dompur Rule Gas Station Company. Great or awful worker character will influence representative teach in carrying out their obligations and obligations as workers at the Dompur Regency Gas Station Company. Work fulfillment incorporates a critical impact on representative execution at the Dompur Rule Gas Station Company.

Work teach did not have a critical impact on representative execution at the Dompur Rule Gas Station Company. This implies that workers who comply the rules don't fundamentally have quality work so that it has an affect on work execution. Worker character had a noteworthy impact on execution through representative teach at the Dompur Rule Gas Station Company. It's concluded that the higher the employee satisfaction in working, the worker had an affect on expanding teach at work and after that have an affect on increasing employee work efficiency.

Suggestion

For the Executive of Gas Station in Dompur Rule, they ought to pay consideration to characters such as acknowledgment of the work environment, work commitment. In expansion, work fulfillment is exceptionally critical to pay consideration to since the comes about of investigate on character and work fulfillment influence execution through worker teach. Encourage analysts are anticipated to conduct inquire about on representative welfare and worker work fulfillment some time recently and after executing extra representative wage, both quantitative and subjective inquire about approaches.

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