The Effect of Work Placement and Work Discipline on Employee Morale through Organizational Commitment as an Intervening Variable at the Mercury Hotel Banjarmasin with the SEMPLS-Warppls 7.0 application

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ABSTRACT   Published Online: July 04, 2023

This study aims to determine the effect of work placement and work discipline on work morale with organizational commitment as an intervening variable. The population in this study were permanent employees of the Mercury Hotel Banjarmain with a sample of 59 permanent employees, using the quota sampling method. The method of data analysis in this study used SEM with the PLS program 7.0. The results of the study prove that there is an effect of work placement on morale, work discipline on work morale, work placement on organizational commitment, work discipline on organizational commitment, organizational commitment to work morale. There is no influence of work placement on morale through organizational commitment. There is the influence of work discipline on work morale with mediation by organizational commitment.

KEYWORDS:
Work Placement, Work Discipline, Organizational Commitment, Work Morale

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INTRODUCTION

Background

Human resources in every company is one important factor in a company to achieve its goals and objectives, so that it can be said that human resources are one of the determining factors succeed or nope something company in reach the goal. Source Powerman What is meant is here are employees, so as to achieve objective from company very depends on How employee can develop ability Good in develop knowledge, expertise, nor attitude. Employee Which have knowledge, expertise, and a good attitude will work optimally, so that the company in manage source human power can more effective And efficient.

One important aspect of managing human resources in company is placement Work employee. Placement Work employee is a series of steps of activities carried out to decide whether or not an employee is placed in a certain position Which There is in the company. Placement Work employee Which appropriate is method For optimizing knowledge,

Skills, And attitude going to Spirit Work for employee That Alone. Matter This very important Because for something company, the placement of employees in the right position is a matter Which main Because tightly relationship with Spirit Work employee in give benefit Which big for the company.

Besides placement employee work, Hasibuan (2007:194) looked Work discipline issues need serious attention in every way both government and private organizations. This is due to indiscipline will have a big impact on the results of a job done. With exists discipline Work Which tall on employee naturally work can done as efficiently and effectively as possible. Discipline is closely related with employee job satisfaction so that morale also increases from exists willingness every worker or employee For fulfil regulation it works.

Source Power man, Of course very tightly relation to employee organizational commitment to the company, organizational commitment really needed by A organization, at least with exists High commitment in an organization will foster a work climate effective and professional. Departing from the importance of organizational commitment employees, then many experts define matters relating to organizational commitment. Cut Zurnali (2010:97) states that public concern And objective key from units organization HR is For look for measurement Which can estimate in a manner accurate commitment para the workers And developing

programs and activities which increases commitment to the organization. It was further stated that research studies Which wide in knowledge psychology And management is about draft Androle organizational commitment (*organizational commitment*).

Furthermore, other factors that are no less important for employees inside an organization that is the spirit of work. Morale describes a feeling Which relate with character (soul), Spirit group, excitement or activity. Spirit show climate And atmosphere work. When employees feel happy, optimistic about the activities and task as well as friendly suave One The same other, so they said own Spirit Work Which tall. But if seen No satisfied, fast angry, oftenSick, Like argue, nervous, And pessimistic so can said exists Spirit Work Which low (Moekijat, 2000:135).

To discuss related the things mentioned above, Which related with influence Placement Work And Discipline Work To Spirit Work Employee Through Organizational Commitment As Variable intervene.

As for object study This is employee remain at the Mercury Hotel Banjarmasin which is located at: Jl. A. Y a ni No. 98 Banjarmain . So the title of this study is **"The Influence of Work Placement and Discipline Work To Spirit Work Employee Through Commitment Organizational As Variable intervene OnHotel Mercury Banjarmasin ".**

Identification of Problem

Based on background that has been stated, then principal problem this research can be formulated as follows:

1. is there is placement effect Work to Spirit Work?
2. is there is influence discipline Work to Spirit Work?
3. Is there influence placement Work to commitment organizational?
4. is there is influence discipline Work to commitment organizational?
5. is there is influence organizational commitment to Spirit Work?
6. is there is influence placement Work to Spirit Work through organizational commitment as a variable intervening?
7. is there is influence discipline Work to Spirit Work employee through commitment organizational as variable intervening?

Objectives of the Research

Based on formula problem in on, so objective study Which to be achieved is:

1. For analyze influence placement Work to Spirit Work employees of the Mercury Hotel Banjarmasin.
2. For analyze influence discipline Work to Spirit Work employees of the Mercury Hotel Banjarmasin.
3. To analyze the effect of work placement on commitment

organizational employee Mercury Hotel Banjarmasin.
4. For analyze influence discipline Work to commitment organizational employee Mercury Hotel Banjarmasin.
5. To analyze the effect of organizational commitment on morale Work employee Mercury Hotel Banjarmasin.
6. To analyze the effect of job placement on morale through organizational commitment as an intervening variable on Mercury Hotel Banjarmasin.
7. For analyze influence discipline Work to Spirit Work employee through commitment organizational on Hotel Mercury Banjarmasin.

Uses of the Research

Results study This expected can give contribution:

1. Results study expected can give information about magnitude influence placement Work And discipline Work to Spirit Work employees through organizational commitment to Hotel Mercury Banjarmasin.
2. Can used as material in activity management source Power man Which useful for productivity employee, as well as companies.
3. S as a literature reference material that can be used by academics who want to research related to the field / problem or variables Which The same with research This.

LITERATURE REVIEWS
Understanding Source Power Man

Management functional in company on generally consists frommanagement marketing, management finance, management operational, And management human Resources. Management human Resources is related with management source Power man along activities in the company's operations. Some definitions and opinions of resource management man from several experts are as follows.

Mondy (2008) define that management source Power is the utilization of a number of individuals to achieve goals organization. Opinion from Armstrongs (2014) Which define that Human resource management is a comprehensive approach and coherent for work and people development. Resource management man can considered as philosophy about How people in inorganization must be managed, which is supported by a number of related theories with behavior and organization. This relates to the contribution that can be done to increase the effectiveness of the organization through its employees but the organization Also must care How people in inside must treated according to values moral Which apply.

Opinion from dessler Which explain that managementsource Power man is process acquire, practice, evaluate And give compensation to employee, notice connection Work them, health and safety, and justice issues.

Source management Power man Also is policy And practice determine aspect "man" or source Power man in position management, including recruit, screen, train, award, and assessment.

It can be concluded that human resource management is a science about the management and empowerment of human resources in the organization to achieve the expected employee performance and in accordance with the objectives together organization.

Understanding Placement Work

Placement is placing someone's position into a job position appropriate, how well an employee fits into the job will be influence amount And quality work. Placement must based on *job descriptions* and *job specifications* that have been determined and guided to the principle of " *The right man on the right place and the right man behind the job* " (Fadillah *et al* , 2013). Placement is put candidate employee Which accepted (passed the selection) on the position or job who need and at a time delegate *authorities* to person the. (Hasibuan, 2010).

Based on understanding on can concluded that placement Work employee is something effort for distribute ability employee as well as possible by placing employees in positions or positions Which most suitable for get achievements Work Which optimal.

Factors Discipline Work

According to Singodimenjo in Sutrisno (2011) that p influencing _ employee discipline is:

a. Big its small gift compensation. Big its small compensation can influence upright discipline. para employee will obey all the rules applicable, when he feels get guarantee reply service Which worth it with screamed sucks Which has contributed for the company.

b. There is nope exemplary leader in company exemplary leader very important very, Because in environment company, all employee will always notice How leader can enforce discipline himself And How He can control himself Alone saying, deed, And attitude Which can harm disciplinary rules Which Already set.

c. There is nope rule Certain Which can made handle Discipline development will not be carried out in the company, if not There is rule written Which Certain For can be handle together.

d. Courage leader in take action
When There is somebody employee Which violate discipline, so need There is courage leader For take action Which in accordance with violation Which he made.

e. There is nope leadership supervision
In every activity Which done by company need There is supervision that will direct employees to be able to carry out the work with right and appropriate Which has been established.

f. There is nope attention to employee
Employees are human beings who have different characters between One with Which other

Understanding Commitment Organization

Commitment organization defined as desire somebody to remain a member of the organization as stated by Stephen Robbins in the book *Organizational Behavior* . Commitment organization No A loyalty passive, but A identification individual Which relatively strong as well as involvement in A organization like Which put forward Mowday. He put forward more carry on that, Organizational commitment has three elements, namely: (1) strong trust as well as acceptance of the goals and values of the organization; (2) readiness to work hard; and (3) a strong desire to stay in the organization. Whereas Allen and Meyer and Dunham et al classify organizational commitment to in three category, that is: commitment affective (*affective commitment)* , commitment sustainable (*continuance commitment)* , And commitment normative *(normative commitment)* . Third category This is A condition psychological. Which describe connection between individual with organization And have implication in decision For forward or No membership in an organization. Affective commitment, according to Allen and Meyer (1993), is emotional attachment employee For identify self with, as well as involved in A organization. Employees who have a strong affective commitment, will continue work in organizations because they want to do so. Commitment sustainable related with awareness will loss if they leave the organization. Becker, defines continuance commitment as awareness will impossibility choose identity social or alternative Act other behavior, because of the threat of large losses. Working employees based on commitment sustainable, endure in organization, especially Because they need For (*need to)* do matter the Because No exists choice other. Whereas commitment normative, is commitment Which reflect a feeling of obligation to remain with the organization. Wiener defines this commitment as a normative pressure that is internalized as a whole to behave in a certain way so as to meet the goals and interests of the organization. Employee behavior is based on beliefs about what is right related to moral issues. This study uses the three concepts in on as instrument For describe And classify commitment organizational structure of employees in the company to be studied. Theoretical question furthermore is, factor What Which influence tall or low commitment organizational somebody?

Research on organizational commitment, in fact, is not an interesting thing new, including in Indonesia. But almost all the research done does not produce relatively new discoveries, other than corroborating conclusions meyer And

Allen with various variations, that is that factors demographic like type sex, And factors organizational like ever work, position, and type of work, have connection strong with one's organizational commitment. Likewise with the antecedent model Which developed by Steers. He explain that commitment organizational ones includes three element, that is:

a. Characteristics personal; age, period Work, level education, type sex, ethnic group nation, And personality. He conclude, that the more the higher a person's education, the higher the expectations, so no may be fulfilled by the organization; the result is lower commitment the employee in the organization. Angle and Perry discovered, that employee man own commitment organization Which more tall compared employee woman. Whereas period Work correlated positive low to one's organizational commitment.

b. Characteristics position or role in organization; character This covers challenge work, conflict role, And role Which No clear. Study-Previous research found, that job challenges have positive relationship with organizational commitment, while conflict roles, role ambiguity, and work overload are negatively correlated with organizational commitment.

c. Experience Work; experience Work give contribution Which most big on organizational commitment. This work experience includes organizational reliability, feelings of importance, realization of expectations, positive co-worker attitudes towards the organization, perceptions of salary, as well as group norms Which related with work hard.

Allen and Meyer's antecedent model received confirmation from research by Dunham, Grube, and Castaneda who concluded that, First, reliability organization, satisfaction Work, as well as perception to management participatory give contribution Which Enough tall to affective commitment. Second, the perception of participatory management has significant contribution to normative commitment. Third, not found significant antecedent to continuance commitment. While Mathieu and Zajac found a sizeable correlation between participatory leadership and leadership communication, which is a form of work experience, with commitment organizational. In his research, Mathieu Also find that employee man own commitment which organization more tall compared with female employees. Length of work and job challenges are also causes formation commitment employee organization.

Based on a number of previous research that has been done that commitment organizational are: 1) employee commitment to the organization has connection Which positive with period Work, challenge in work, dependency functional, And attitude colleague Work Which positive to organization;as well as own connection Which negative with conflict role, decentralization, education, and marital status. 2) Antecedents of organizational commitment What is meaningful for non-managerial employees is the challenge at workAnd dependency functional (relate positive), as well as conflict role, decentralization, and marital status (negative relationship). 3) Commitment organizational on employee level managerial influenced by dependency functional And attitude colleague Work on organization. 4) Commitment organizational relate negative with intention leave organization. 5) Commitment organization own that relationship positive with job satisfaction. 6) Employee commitment to the organization is influenced by management source Power man Which run organization, especially in development matters employee.

Understanding Spirit Work

Every agency wants every employee to have enthusiasm work is high, this work spirit is needed so that the activities of the agency in achieving goals can run smoothly. Morale is a characteristic Which must owned by every employee so that work Which donenot only finished quickly but the quality is also good, understanding of the spirit Work according to experts are:

According to Alexander Leightemy in Alex Nitisemito (2010) Enthusiasm Work "as something positive And something Which Good, so that capable give donation towards work in the sense better."

Whereas According to Alex Nitisemito (2010) Spirit Work is "doing the work more actively, so that it is work will hopefully faster and better."

Besides that, according to Sondang P. Siagian (2010) the spirit of work is "far where employee enthusiastic in do task And not quite enough he replied in the company." From definition on can concluded that Spirit Work is a group of people within the company who do work independently more active and passionate in carrying out their duties with job expectations will fast finished And more Good, as well as responsible answer with work Whichgiven.

Enhancement Spirit Work employee in A organization is a matter Which very important. Employee own Spirit Work Which tall will provide benefits to the organization and vice versa employees who have Low morale can bring harm to the organization. By Therefore, a leader in an organization must be able to know factors What just Which can influence Spirit Work employee.

Factor Spirit Work

Factors that influence the decline or weakening of enthusiasm Work according to Alex S. Nitisemito (2010), that is:
1. Lack of discipline Work

Lack of discipline will affect the completion of work, so that employees are required to complete the job properly

time.

2. Placement employee Which No appropriate

Inappropriate placement of employees can result in morale decrease Because work Which charged No in accordance with abilityWhich owned by employees.

3. Environment Work Which bad

Environment Work Which bad will bother concentration employee inwork, so what they do is not as expected company.

4. Wages Which low

Wages Which too low will resulted employee sluggish in Work,because his needs or his life are not fulfilled from the work he is doing do so the spirit of work will decrease.

5. Style leadership Which bad

Style leadership Which bad will influence Spirit employee work in Work, Because if leader too authoritarian and only attach importance interest company without care employee, so spirit at work employees will decrease.

6. Not enough information

Lack of information provided to the employees will result slow settlement work Which done by employees, because of information Which very less staff needed.

From the opinions of the experts above, it can be concluded that factors Which can influence descent Spirit Work This each other related One with Which other, so agency must can reduce factor-these factors well so that it does not become a problem that results Spirit Work employee decrease.

Spirit at work the formed positive will be beneficial because every employees in the organization need suggestions, opinions and even criticism Which characteristic build room scope work by progress in companythe, However Spirit Work will impact bad If employee inorganization emit opinion Which different matter This because existsdifference every inner individual issuing opinions, power And mind.

Connection Spirit Work with Performance Employee

Spirit Work Employee often associated with Performance employee. Lots study prove that There is correlation Which positive between Spirit employee work with performance. Spirit Work positive so will followed with performance positive too. Conversely, if the morale of employees decrease so performance his Also will decrease Which be marked with results negative.Employee morale is one of the important things to achieve performance maximum employees. High morale means satisfied employees with his work, put more expectations on the organization, creative, initiative, committed to the organization and focused on achieving organizational goals than objective personal. There is a number of opinion about connection moral employee Which positive with performance employee Which positive.

According to Fretwellstated in Wantania, YI, lapan, SLHVJ (2015) Spirit Work employee in something organization own impact direct on level customer satisfaction and the main success of the company. Employees are considered as the most important resources, and important assets owned by management.According to Stephen Which stated in shaban, O S., et al. (2017) Productivity Which low can tracked from motivation employee Which bad.

Success And effectiveness company where even very depends on how well motivated employees are. human Resource Management Theory, as well as motivation theory, suggesting that motivated employees tend to be more creative And productive, And is wise for management where even For use theories This For increase productivity And increase Power competitive. According to Azar And Shafighi, staed in shahzadi, I., et al. (2014) Employee performance Actually influenced by motivation Because If employee motivated then they will do the job with more effort and that on Finally will make the performance even better.

Influence Placement Work To Commitment Organization

Wrong One problem fundamental Which Still faced by various organization government in Indonesia is application principles *goodgovernance* in policy placement employee (Tjokroaminoto, 2000). Influence placement to commitment according to Tohardi (2002:220) Placement is a process of knowing the character or conditions that needed For do something work (task) furthermore become person (workers/employees) who match the existing job. Then influence commitment to performance employee, Where commitment or commitment organization is Wrong One factor internal Which There is on each employee Which influence performance employee. According to According to Malay SP Hasibuan (2005:94) explain that "Performance is results Work Which achieved somebody in carry out tasks Which charged to her based on skills, experience, sincerity and time. Whereas according to Colquitt (2009:67) organizational commitment is defined as desire owned by employees to remain members of the organization. Commitment organization influence a employee For still become organization members or leave the organization to seek employment elsewhere.Work placement has a positive impact on organizational commitment an employee within an employee. This is according to Mathis and Jackson (2006:262) argues that placement is placing position a person to the right job position, how good an employeesuitable with his job will influence amount and quality work.

Influence Discipline Work To Commitment Organization

Discipline Work Which tall No appear so just but is a continuous learning process. Such processes can be effective, then the leaderneed notice principles consistent, fair, behave positive And make a regulatory commitment in the

organization or company. Associated with matter on Modway (Priyatama, 2008) state that employee Which have a high commitment to the organization will be more motivated to attend in organization And try 5 reach objective organization. According to Greenbergand Baron (Winahyu, 2007) suggest that employees who own commitment Which tall on organization tend more stable And productiveso that more profitable to the organization.

Influence Commitment Organization To Spirit Work

Factors that influence employee morale is wrong one is organizational commitment. Employee commitment to the organizationis graded, from level Which very low up to the level Which verytall. Steers in sopiah (2011:93) state that employee Which low commitment will have an impact on turnover, high levels of absenteeism, increasing slowness of work and lack of intensity to endure as employees in the organization, low quality of work and lack of loyalty on company. Following is influence commitment organization to cheers Work employee according to Allen And Mayer in Darmawan (2013:145), commitment divided become three that is commitment affective, sustainable And normative. If employee own commitment affective Which tall, so employee will tend still Work in organization And Also will influential positive to Spirit Work employee, And they will Like do Work addition For organization, they will Want to give suggestions for improvement and progress of the company. Committed employees strong sustainability because they have to stay with the organization (because they have to) and employees who have organizational commitment strong normative because employees feel that they have to stay together (because they fell that they have to). Robbins And Judges (2007) define commitment as something circumstances Where a individual take sides organization as well as goals And his wish For maintain membership in the organization. Mathis and Jackson in Sopiah (2008:155) define commitment organizational as degrees Where employee believe in and accept the goals of the organization and will stay or No will leave the organization
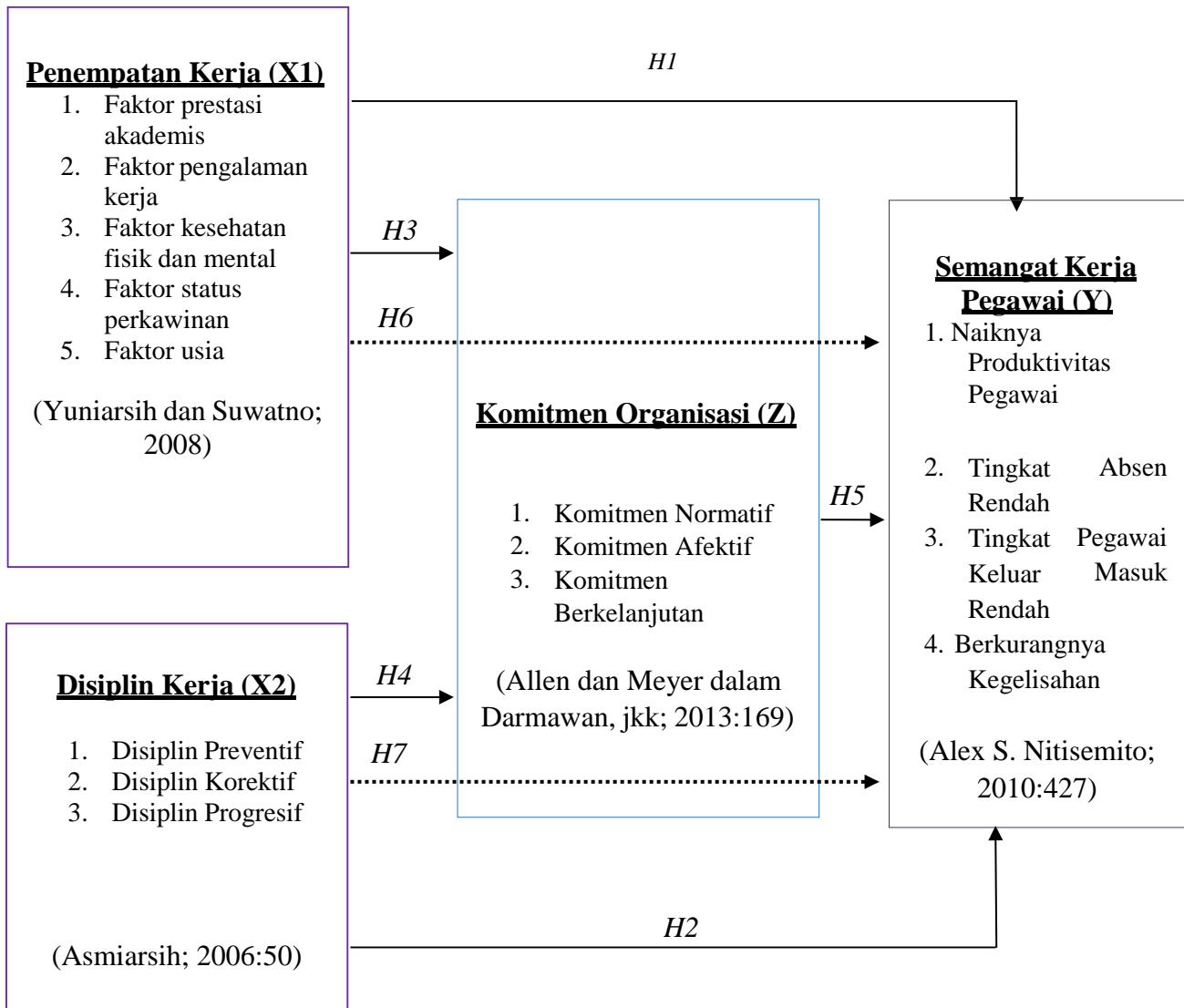
The Effect of Work Placement on Work Morale Through Commitment Organization

Improper placement of employees can result in delays employee productivity that has work productivity and job satisfaction high so that employees tend to quit in the first months Work (Rivai, 2011).

The Effect of Work Discipline on Work Morale Through CommitmentOrganizational

Employee Which own commitment organizational And discipline Work willaffect employee morale. Committed employees Which tall on company And own discipline Which tall will increase employee morale or in other words employees will produce better morale. Comfortable employees and proud of working at Hotel Mercury Banjarmasin and employee Which obey regulation in carry out his job naturally will give you a taste comfortable employee in Work And will produce Spirit Work Which better.

Framework Think

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Penempatan Kerja (X1)
1. Faktor prestasi akademis
2. Faktor pengalaman kerja
3. Faktor kesehatan fisik dan mental
4. Faktor status perkawinan
5. Faktor usia

(Yuniarsih dan Suwatno; 2008)

Komitmen Organisasi (Z)

1. Komitmen Normatif
2. Komitmen Afektif
3. Komitmen Berkelanjutan

(Allen dan Meyer dalam Darmawan, jkk; 2013:169)

Semangat Kerja Pegawai (Y)
1. Naiknya Produktivitas Pegawai
2. Tingkat Absen Rendah
3. Tingkat Pegawai Keluar Masuk Rendah
4. Berkurangnya Kegelisahan

(Alex S. Nitisemito; 2010:427)

Disiplin Kerja (X2)

1. Disiplin Preventif
2. Disiplin Korektif
3. Disiplin Progresif

(Asmiarsih; 2006:50)

H1   *H3*   *H6*   *H5*   *H4*   *H7*   *H2*

hypothesis

Based on framework thinking Which depicted in on, so variable dependent in study This is Spirit Work employee whereas the independent variables are work placement and work discipline. Then commitment organization as variable intervene. hypothesis Which can formulated are as follows:

H1: Suspected placement Work own influence to Spirit Work employee

H2: Suspected discipline Work own influence to Spirit Work employee

H3: It is suspected that work placement has an influence on commitment organizational

H4: It is suspected that work discipline has an influence on commitment organizational

H5: Allegedly organizational commitment has an influence to employee morale.

H6: Suspected placement Work employee influential to Spirit Work employee through organizational commitment.

H7: It is suspected that work discipline has an effect on employee morale through organizational commitment.

METHOD STUDY

Type Study

Study This use method quantitative with use data Which obtained from company. According to Creswell (2008:65) Study Quantitative is a means of testing objective theory by examining relationships between several variables. These variables must be measurable so data can be analyzed using statistical procedures.

From explanation in on, so can concluded that method study quantitative is approach scientific Which used study in taking decision Which consists on formulate problem, compile model, take samples, collect data, and analyze data to test hypothesis.

The research subjects that the researchers conducted were permanent employees of the Mercury Hotel Banjarmasin while the object of research to be focused on study This is placement Work, discipline Work, Spirit Work, And commitment organizational

Identification Variable Study

Variable study Which used in study This is consists from variable free, variable bound And variable intervene. Sugiyono (2015) formulate that the research variable is an attribute or trait or value from person, object or activity Which have variation certain Which set by researcher For studied And pulled in conclusion. Variable Which used in this research are:

a. Free Variables / *Independent Variables* (X variable)

Variable *independent* is variable Which influence something Which become the cause of the change or the emergence of the dependent (bound) variable. (Sugiyono

2012:98) In this study the independent variable is placement Work (X1) and work discipline (X2)

b. Variable Bound / *dependent* (Variable Y)

Dependent variable is a variable that is affected or becomes due to the existence of independent variables. spirit at work is dependent variable (Y) in this research.

c. Variable Liaison / intervene (Z variable)

Intervening variables are variables that are theoretical influence connection between variable independent with variable dependent which is also an indirect and indirect relationship observed And be measured. Variable This usually there is between variable independent And dependent, so that function from variable This can influence change or emergence variable dependent. In study This commitment organization (Z) is as variable intervene.

Respondents Study

Population

According to Ghozali (2013) population is region that generalization consists from above objects/subjects that have certain qualities and characteristics that determined by the researcher to be studied and then conclusions drawn. So population No just amount Which There is on object/subject Which studied, but includes all the characteristics possessed by the subject or object. In this study, the population was aimed at all permanent employees of Hotel Mercury Banjarmasin, totaling 176 people.

Sample

The sample is part of the number and characteristics possessed by that population. What is learned from the sample the conclusion will be applied to the population. For this reason, samples taken from the population must be truly *representative* (Ghozali, 2013). The sampling technique used in this study is *quota sampling* and included in the type *non-probability sample* , that is taking sample in a manner *quotas* done by determining the number of sample members by *quotum* or quota, this technique does not provide equal opportunities or opportunities for everyone elements or members of the population to be selected as samples (Notoatmodjo, 2005). According to Roscoe (1975) in Uma now (2006) reference general For determine size sample that is If sample broken down to in sub sample (male/female, junior/senior, and so on), minimum sample size of 30 for each category is appropriate. Still in Uma Sekaran (2006) who cites statement Roscoe (1975) size sample more from 30 And not enough from 500 is appropriate for most studies. Thus the sample in this study used were 59 people with details of 1/3 of all employees still Mercury Hotel Banjarmasin. Determination sample This Also supported by the company management's decision to circulate the questionnaire a maximum of 1/3 of the total number of employees 176 permanent employees, so the sample on this study amounted

to 59 people.

Type Data And Technique Collection Data
Type Data
1. Data Primary
According to Sugiyono (2012) data sources consist of primary sources as source data Which direct give data to collectors data. In this study, namely the questionnaire in accordance with the indicators of each each variable, as well as respondent data related to identity and social conditions such as: gender, age and generation of employees still Hotel grand ina Malioboro Which related with placement Work, discipline Work, commitment organizational And spirit at work employee.

2. Data Seconds
Secondary data is a source of research data obtained by means of indirectly through intermediary media or data sources recorded by party other (Umar, 2003). Data secondary in study This that is can be in the form of data derived from articles and scientific works that are published in Internet as well as various literature Which support issues such as books, magazines, articles and research has done.

Technique Collection Data
This study uses data collection techniques with a questionnaire distributed to employees and unstructured interviews for get information Which deeper.

1. Questionnaire
Questionnaire is technique collection data Which done with method give question written to respondent For answered. Questionnaires are data collection techniques that researchers already know for sure the variable to be measured and what can be expected from the respondent (Sugiyono, 2014).

The Likert scale is used to measure a person's attitudes, opinions, and perceptions or group to phenomenon social. Criteria score Foralternative answer on each item as follows:

a. Score 1 For answer very No agree
b. Score 2 For answer No agree
c. Score 3 For answer neutral
d. Score 4 For answer agree
e. Score 5 For answer very agree

2. Interview
Interview is collection data Which used by researcher with method submit question to respondent For get information which are more *valid* . Interview used as technique collection when researcher want to do studies introduction Forfinding problems to be studied and knowing things from respondent Which more deep with amount respondent Which more A little(Sugiyono, 2014).

Method Analysis Data
According to Sugiyono (2014) data analysis is a process of searching and arrange systematically the data obtained from the results of interviews, notes fields, and documentation by organizing into categories, breaking down into units, synthesizing, compiling into patterns, choose which is important that can be learned and make conclusions so with easy understandable by self Alone or people other.

Analysis Descriptive
Descriptive statistics are statistics used to analyze data with method describe And describe data Which has collected without mean make conclusion Which apply For general orgeneralization. Study Which done on population or without in take the sample is clear will using statistics descriptive (Sugiyono, 2014).

Analisis Structural Equation Model (SEM)
This study was analyzed using *the Structural Equation Model* (SEM), with use help *software partial Least Square* (PLS). SEM is Wrong One type analysis multivariate in knowledge social, analysis multivarat is an application of statistical methods to analyze several research variables simultaneously or simultaneously (Solihin and Ratmono, 2013). Benefit with use SEM compared to with generation First multivariate such as *principal component analysis, factor analysis, discriminant analysis or multiple regression*, SEM has better flexibility for researcher to connect between theory and data (Ghozali, 2002).

Partial Least Square (PLS)
Partial Least Square is a powerful analysis method because it is not assumes data with a certain scale of measurement, and a small number of samples (Ghozali, 2002). SEM-PLS can work efficiently with sample sizes small and complex models. SEM-PLS is relatively looser, can analyze model measurement reflective And formative as well as variable latent with one indicator without raises problem identification (Solihin And ratmono,2013).

1. Stages Analysis pls
a. Estimation Model SEM pls
According to Lamholler in Haryono (2017) the estimation of internal parameters PLS includes three stages, namely: creating a latent variable score from *weigh estimate* , estimate the path coefficient (*path coefficient*) that connects between variable latent And estimate loading factor (coefficient model measurement)Which connect between variable latent with the indicator Which Then estimate location parameters.

With the PLS technique it is assumed that all *variance measures* are useful to explain. The PLS technique uses an iterative algorithm then produces a latent variable score. With the discovery of variables latent so further analysis can be done.

b. Evaluation model in pls

In Analysis pls usually use two sub model that is model measurement *(outer model)* used For test validity And test reliability while the structural model *(inner model)* is used to test causality or testing hypothesis for test prediction models (Ghozali and latan, 2015).

2. **Evaluation Model Measurement *(Outer Model)***

The outer model is a measurement model that shows each blockindicator can relate with variable latent. Following This is equality For *outer* model *reflective* :

$$x = \lambda_x \xi + \varepsilon\xi \_$$
$$and = \lambda_{and} \eta + \varepsilon_{and}$$

Where x And y is variable latent exogenous And endogenous

Whereas λ_x And λ_y Which is the loading *matrix* describe coefficient regression simple Which connect betweenvariable latent and the indicator.
ε_x And ε_y Which is error residual from measurement .

Model measurement used For evaluate test validity And test reliability. The validity test was carried out to determine the ability of the research instrument will be measured (Cooper And schinder, 2006 in Abdillah And Jogiyanto, 2016:62). While the reliability test is used to measure the consistency of the internal measuring instrument measure something draft And can used For measure consistency respondent in answer items in questionnaire or instrument study(Abdullah and Jogiyanto, 2016:62).

Explanation more carry on model measurement (*Outer models*) with use test *Convergent validity, Discriminant validity* , And *Composite reliability* is as following:

1. *Convergent Validity*

Convergent validity occurs if the scores obtained from the two instruments that differ by measuring the same construct has a correlation tall (Hartono, 2008 in Abdillah And Jogiyanto, 2016). *Convergent validity* is model measurement with reflexive indicator rated based on the correlation between the item *score* and the calculated construct *score* with PLS (Ghozali, 2002). The indicators that measure the construct those with a value > 0.5 are considered partially significant (Hair *et al* , 2006 in Abdillah And Jogiyanto, 2016), or items can accepted If mark *average variance extrad* (AVE) must be greater than 0.5. But for study on stage beginning from development scale measurement mark *a loading* factor of 0.5 - 0.6 is still considered sufficient (Chin, 1998 in Ghozali and Latan, 2015). *Convergent* validity relates to the principle that gauges (*manifest* variable) from something construct should correlated tall whereas validity

discriminant relate with principle that gauges (*manifest* variable) construct Which differentshould uncorrelated tall (Ghozali and Latin, 2015).

2. *Discriminant Validity*

validity discriminant happen on two instrument Which different with measuring two constructs that are predicted to be uncorrelated produces a scoreWhich of course No correlated (Hartono, 2008 in Abdillah And Jogiyanto, 2016). *Discriminant validity* is model measurementg with reflexive indicator Which rated based on *cross loading* measurementwith constructs (Ghozali, 2002). Way to test *discriminant validity*with see *cross loading* For every variable must > 0.70. Method otherthat can be used to test *discriminant validity* is by compare root square from AVE on every construct with correlation between constructs with other constructs in the model (Ghozali and Latan, 2015). If the AVE root value in each construct is greater than the value correlation between construct with construct other in model, so said own mark *discriminant validity* Which Good (Fornell And Larcker,1981 in Ghozali, 2002).

3. *Composite Reability*

Measuring the reliability of a construct using reflective indicators can done in two ways, namely *Cronbach's Alpha* and *Composite Reability* or *Dillon-Goldstein's* (Ghozali And latan, 2015). *Cronbach's alpha* measuring the lower limit of the value of reliability in a construct whereas *Composite reliability* measure mark indeed reliability on something construct so that more suggested use *Composite reliability* (Abdillah and Jogiyanto, 2016). *Rule of thumb* alpha or *composite value reliability* must be greater than 0.7 although a value of 0.6 is still acceptable (Hair *et al*, 2006 in Abdillah and Jogiyanto, 2016).

4. *Second Order Confirmatory Factor Analysis*

In study This model construct including on model two level (*second order*) because some variables use dimensions (indicators construct). In PLS, testing *the second order* construct can go through two ways level, First analysis done from construct latent to indicator- indicators, and both analyzes were carried out from latent constructs to constructs dimensions (Ghozali And latan, 2015). Then on *bootstrapping* stage ,mark on table *path coefficient* will showing level significance from each indicator construct (dimensional) to variable latent with provision t-statistical value >1.96 (Ghozali and latan, 2015).

Evaluation Model Structural *(Inner Model)*

inner model or model structural describe connection between variable latent based on theory substantive. Model structural evaluated using R- *square* for the dependent

construct, *path coefficient value* or t- *values* each *path* to be tested construct significance in structural model.

1. *- Squares* (R^2)

R- *squares* For every variable latent endogenous as strength prediction fromstructural models. Changes in the R- *squares value* can be used for explain influence on variable latent exogenous certain to variableendogenous latency that has a substantive effect. R- *squares* value 0.75, 0.50 and 0.25 it can be concluded that the model is strong, moderate and weak (Ghozali and Latan, 2015). The higher the value means the bettermodel predictions from research models Which filed.

2. *Predictive Relevance* (Q^2)

Apart from seeing the large value of R- *squares* , in evaluating the PLS model, you can also done with *predictive relevance* or *predictive sample reuse* to represent a synthesis of *cross-validation* and *fitting* functions predict from *the observed* variables and estimate from the construct parameters. Mark > 0 showing that model have *predictive relevance* , whereas < 0 showing that model not enough *predictive relevance* (Ghozali And latan, 2015) measure how much Good mark observation generated by models as well parameter estimation.

3 *Quality Indexes*

PLS *path* modeling can also identify *global optimization criteria* to determine *the goodness of fit* model. *Goodness of fit* model or Gof indexdeveloped by Tenenhaus *et al* (2004), Which used For evaluate model measurement simple on whole And Also Forprovides a simple measure of the overall model predictions. GoF value criteria are 0.10 (GoF *small*), 0.25 (GoF *medium*), and 0.36 (GoF *large*) (Ghozali and Latan, 2015). As for calculating GoF used root square mark *average community index* And *average R-squares* with the formula (Tanenhaus *et al* , 2004 in Ghozali and Latan, 2015) as follows:

$$GoF= \sqrt{Com \times R^2}$$

Keterangan:
GoF = *Goodness of Fit*
Com = *Average Community Index*
R = *Average R-squares*

4 Uji Hipotesis (*Bootstraping*)

In evaluation significance influence between variable, need done procedure*bootstrapping* . The *bootstrap* procedure uses all the original samples For do *resampling* return. According to Hair *et al* , (2011) And Henseler *et al* , (2009) *number of bootstrap sample lessons* as big 5000 . C note amount the must more big from *original sample* . However according to (Chin, 2003; 2010) *the number of bootstrap samples* is 200-1000 is enough to correct the PLS *standard error estimate* (Ghozali and latan, 2015:80). Method *resampling bootstrap* , mark significance Which used (two-tailed) t- *value* 1.65 (*significant levels* = 10%), 1.96 (*significant levels* = 5%) and 2.58 (*significant levels* =1 %).

5. Analysis SEM with Effect Mediation

Testing the mediating effect in the analysis using the PLS procedure Which developed by Baron And Kenny (1998, in Ghozali and Latin,2015).

ANALYSIS DATA AND DISCUSSION

The results of distributing the questionnaires directly to the employees of the Mercury Hotel Banjarmasin totaling 59 people. The number of questionnaires distributed is 59, of the 59 questionnaires distributed, 59 respondents could be processed which were then tested and analyzed further. Questionnaire return rate can further processed will be presented in Table 4.1

Table 1. Level Return Questionnaire

Criteria	Amount	Percentage
The questionnaire spread	59	100%
Amount questionnaire Which No return	0	0%
Amount questionnaire Which return	59	100%
Amount Questionnaire Which No complete	0	0%
The questionnaire qualify	59	100%

Source: Data Primary, 2023

The table above explains that there were 59 questionnaires distributed. Questionnaires that were filled in completely totaled 59 pieces or in other words the level return questionnaire is 100% .

Table 2. Distribution Question Based on Variable

No.	Variable	Amount
1	Placement Work	15
2	Discipline Work	16

3	Commitment Organization	14
4	Spirit at work Employee	22
Total Question		67

4.1. Analysis Descriptive

Descriptive data describing circumstances or conditions Respondents need to be considered as additional information to understand results study.

Characteristics Respondents Based on Type Sex

Following is results grouping data respondent based on type sex Which shown on table 4.3

Table 3. Characteristics of respondents based on type sex

No	Type Sex	Frequency	Percentage (%)
1	Man	32	54.2%
2	Woman	27	45.8%
Amount		59	100%

Source: Data primer treated, 2023

Based on the table above can seen that respondent man more much compared to female respondents. Number of male respondents 54.2% whereas female respondents amounted to 45.8%.

1. Characteristics Respondents Based on Age

In characteristics respondent based on age, researcher categorizebecome 5, that is shown in Table 4 follows:

Table 4. Characteristics of respondents based on age

No	Age	Frequency	Percentage (%)
1	Not enough from 25 year	15	25.4%
2	25 years - 30 year	10	16.9%
3	31 years - 40 year	0	0
4	41 years - 50 year	16	27.2%
5	More from 50 year	18	30.5%
Amount		59	100%

Source: Data primer treated, 2023

Table 4 show part big respondent aged > 50 year with amount 18 person (30.5%). Furthermore respondent Which aged 41-50 year a number 16 person (27.2%), respondent Which aged < 25 year a number 15 person (25.4%), 25-30 year a number 10 person (16.9%). Whereas respondent Which

aged 31-40 years No There is (0%) .

2. Characteristics Respondents Based on Education

The following is a grouping of respondent characteristic databased on education final. Matter this is shown on table 4.5.

Table 5. Characteristics respondent based on education

No	Education	Frequency	Percentage (%)
1	SENIOR HIGH SCHOOL	39	66.1%
2	Diploma	14	23.8%
3	Bachelor (S1)	5	8.4%

4	Masters (S2)	1	1.7%
Amount		59	100%

Source: Data primary processed, 2023

Table 5 show that level education final employee hotelMost Mercury Banjarmasin are high school/vocational high school graduates namely as much 39 person or 66.1%. Whereas graduate of Diploma (I, II And III) by amount 14 person or 23.8%. Respondents with education Bachelor (S1)totaling 5 people with a percentage of 8.4% and Masters (S2) a total of 1 person with percentage 1.7%

3. Characteristics Respondents Based on Period Work

The following is a grouping of respondent characteristic databased on period Work. This matter shown in table 6

Table 6 .Characteristics of Respondents Based on Period Work

No	Period Work	Frequency	Percentage (%)
1	Not enough from 1 year	6	10.2%
2	1 year - 3 years	14	23.7%
3	4 years - 6 years	4	6.8%
4	7 years - 9 years	2	3.4%
5	More than 9 year	33	55.9%
Amount		59	100%

Source: Data primary processed, 2023

Table 6 show that respondent on study this is the most loyal employees of the company. This is evidenced by employees whoworking > 9 years a total of 33 people or with a percentage of 55.9%, then there is employees who work for 1-3 years amount to 14 people with a percentage 23.7%, employee Which Work < 1 year a number 6 person or with percentage 10.2%, Then employee Which Work during 4-6 year a number 4 person or 6.8%, And employee Which Work during 7-9 year a number2 person or by percentage 3.4%.

4. Characteristics Respondents Based on Income /month

The following is a grouping of respondent characteristic databased on period Work. This matter shown in table 7

Table 7. Characteristics Respondents Based on Income/month

No	Income /month	Frequency	Percentage (%)
1	Not enough from IDR 1,600,000	12	20.3%
2	IDR 1,600,000 - Rp 3,000,000	14	23.7%
3	IDR 3,100,000 - Rp 4,500,000	15	25.5%
4	IDR 4,600,000 - Rp 6,000,000	13	22%
5	More from Rp 6,000,000	5	8.5%
Amount		59	100%

Source: Data primary processed, 2023

Table 7 shows that the respondents in the research have incomeabove Rp. 6,000,000 . Matter This proven with employee Which income IDR 3,100,000 - IDR 4,500,000 / month for 15 people or with percentage 25.5%, Then There is emplyee Which earn Rp 1,600,000 - IDR 3,000,000 / month for 14 people with a percentage of 23.7%, employees who earn IDR 4,600,000 - IDR 6,000,000 / month for a total of 13 people orwith percentage 22%, Then employee Which earn < Rp 1,600,000 /month a total of 12 people or with a percentage of 20.3%, and employees who income > IDR 6,000,000 / month for 2 people or as a percentage 8.5%.

Analysis Descriptive Variable Study

Based on data Which collected, answer from respondent has recapitulated then analyzed to find out the descriptive of each respectively variable. Evaluation respondent This based on criteria as following:Score the lowest rating is: 1

Score evaluation highest is: 5

intervals = $\frac{5-1}{5}$ = 0.80 ——

So that obtained limitation evaluation to each variable is as following:

1.00 – 1.79 = Very Low
1.80 – 2.59 = Low
2.60 – 3.39 = Enough
3,40 – 4,19 = Tall
4,20 – 5.00 = Very high

5.   Results Analysis Variable exogenous

Exogenous variables in this study are Work Placement and Discipline Work. The results of the descriptive analysis of exogenous variables are shown in Table 8 & Table 9 below:

Table 8. Placement Work

Code	Items	Means	Criteria
FPA1	Background behind education employee influential to performance employee	3.73	Tall
FPA2	Placement of employees according to background behind education	3.68	Tall
FPA3	Work & not quite enough answer work in accordance with background behind education I	3.76	Tall
FPK1	Recruitment employee on company placeI Work more consider factor experience Work.	3.93	Tall
FPK2	job is now appropriate experience Work I previously.	3.86	Tall
FPK3	Work experience that I have got support company activities	3.71	Tall
FKFM1	Company place I Work do testhealth before I placed on position / position certain.	3.54	Tall
FKFM2	Company where I work dictates standard health in process placementemployee.	3.76	Tall
FKFM3	Company place I Work havecriteria about placement employee in accordance with health physique they.	3.90	Tall
FSP1	Status marriage become material consideration in put employee in companywhere i work.	3.97	Tall

FSP2	Status marriage in company place I work greatly affects placement employee especially for employee.	3.60	Tall
FSP3	Consideration status marriage Which set the company where I work can influence enhancement performance employee.	3.87	Tall
FUs1	In company place I Work very pay attention to age as a condition in placement his employees.	3.71	Tall
FUs2	Company place I Work notice age before lifted become an employee	3.60	Tall
FUs3	Age I in accordance with decision placement Which determined by company.	3.71	Tall
Average total		**3.75**	**Tall**

Source: Data primary processed, 2023

Based on the results of the descriptive analysis in Table 8 shows that respondent evaluate variable placement Work own mark average as big 3.75 with criteria tall. From results the show that majority employees have a positive view of the job placement that is applied by company, Which impact on gift learning to employee Which expected can give impact positive For increase performance and achieve results Which optimal.

Table 9. Discipline Work

Code	Items	Means	Criteria
disprev1	I know And understand about regulation And system orderly in company.	3,40	Tall
disprev2	I know And understand about things What just Which forbidden in company.	3.78	Tall
disprev3	I ruled For obey regulation And system orderly at the company.	3.81	Tall
disprev4	Supervision Which done by company make I the more obey rule	3.83	Tall
disprev5	Comply with the rules and regulations increase my discipline in working	3.80	Height
score 1	I am always told if do fault in working	3.58	Height
score2	Warning or warning which given to me suitable by rules company	4.02	Height

score 3	Warning or warning which given tome able increase discipline work me at then day	3.78	Height
score 4	I am ready receive sanctions or punishment when me make a mistake	3.70	Height
score 5	Punishment which given affecting performance I am	3.78	Height
score 6	Punishment which given able motivate me in order to be more good again	3.93	Height
dysprog1	Leadership and employee which have department tall No given penalty on error	3.83	Tall
disprog2	Giving penalty increase quality in Work	3.67	Tall
disprog3	Penalty Which given apply The same For each force employee	3.76	Tall
disprog4	Firmness leader make employee enterprising in Work	3.95	Tall
disprog5	Leader take firm action Decision	3.98	Tall
Average total		**3.79**	**Tall**

Source: Data primary processed, 2023

Based on the results of the descriptive analysis in Table 9 shows that Respondents rated the Work Discipline variable as having an average value of 3.79 with criteria tall. Results This prove that Discipline Work in organization is considered good. The results also show that in in organization every employee can apply that rule apply, withso discipline is able to make employees comply with the rules apply within the organization .

6. Variable Mediation

Variable Mediation on study This is Commitment Organizational. Results descriptive analysis to variable mediation is shown in Table 10.

Table 10. Commitment Organizational

Code	Items	Means	Criteria
koffek1	Company This own Lots meaning for personality I	3.83	Tall
koffek2	I feel become part family in company This.	3.97	Tall
koffek3	I feel I have emotional bond with company This.	3.78	Tall
koffek4	I feel own flavor own Which strong on company This.	3.77	Tall
koffek5	I want to spend a career i'm on company This.	3.84	Tall
koffek6	I feel What Which become problem for company This is a problem for I Also.	3.51	Tall
komlnjt1	I feel will very disturbed if leave company This.	3.93	Tall
komlnjt2	For moment This, is at in company This is need I	3.80	Tall
komlnjt3	Moment, This, very heavy For leave company This	3.74	Tall
komlnjt4	I feel No own choice besides is at at the company This	3.74	Tall
komnorm1	Even, If by profit I though, I No will leave company This	3.90	Tall
komnorm2	I feel guilty If I leave company This.	4.03	Tall
komnorm3	I feel an obligation to stay together with employee And companyThis.	3,62	Tall
komnorm4	Company This worthy For become faithfulness I	3.71	Tall
Average total		**3.80**	**Tall**

Source: Data primary processed, 2023

Based on the results of the descriptive analysis in Table 10 shows that respondents rated the Organizational Commitment variable as having an average value as big 3.80 with criteria tall. From results the show thatEmployees feel committed to the company if the company does too treat employee with Good. Treatment company Which Good to employees will have an impact on the commitment given by employees to company in achieving goals an organization.

7. Variable endogenous

Variable endogenous on study This is Spirit Work

Employee. Results analysis descriptive to variables endogenous shown in Table 4.11.

Table 11. Spirit Work Employee

Code	Items	Means	Criteria
prodpeg1	I always excited inside Work	3.45	Tall
prodpeg2	I No Once do error in Work so that results Work I in accordance withquality standards	3.74	Tall
prodpeg3	When I experience failure in Work, I will quick fix it	3.68	Tall
prodpeg4	I And colleague Work each other help so that work can resolved with Good	3.80	Tall
prodpeg5	I very punctual and perfection results work.	3.76	Tall
prodpeg6	I always get the job done given leader appropriate on time.	3.49	Tall
absent1	I always present every day / O'clock Work I	4.0	Tall
absent2	I always logged in Work appropriate on time	3.76	Tall
absent3	I always come home Work in accordance with time Which has been set by company	3.73	Tall
absent4	I more often take time off to Rest	3.70	Tall
lto1	I happy to work in the company, because work This in accordance with desire IAlone	3.97	Tall
lto2	I will still endure when experience deep trouble Work	3.81	Tall
restless1	Company carry out promotion position in accordance with hope I	3.71	Tall
restless2	Rewards Which given company to I in accordance with the burden Work	3.67	Tall
restless3	Superior give guidance And motivation to I in carry out work	3.93	Tall
restless4	I own colleague Work Which solid (strong) And Pleasant	4.07	Tall
restless5	I always intertwine cooperation with Friend work nor with leader	3.81	Tall

restless6	I capable finish work Which given according to ability Owned	3.70	Tall
restless7	Environment Work Which comfortable, clean, neat as well asfacility Which adequate make excitement Work I increase	3.89	Tall
restless8	I consider colleague Work I as Family	4.08	Tall
restless9	I always intertwine connection Which Good with Friend work Good in the work nor outside work	3.49	Tall
restless10	In a mutual work environment respect and appreciate each other can increase Spirit employee work	4,15	Tall
Average total		**3.79**	**Tall**

Source: Data primary processed, 2023

Based on the results of the descriptive analysis in Table 4.11 shows that Respondents rated the Employee Morale variable as having an average value of 3.79 with high criteria. The results show that employees can provide good morale, every employee works according to the portion of the work they have. Next, respondents shows that every policy imposed by the organization is complied with and run with Good by employee. The work spirit given employee regardless of how the organization provides appropriate performance standardsAnd employees can fulfill.

4.2. **Analysis Quantitative** *(Outer Model)*
The tool for testing the hypothesis in this study uses the method*Partial Least* Square (PLS). PLS is an alternative method of analysis with *Variance-* based Structural *Equation Modeling (SEM).* excellence does not require a lot of assumptions. The tools used For estimate model is SmartPLS v 3.2.7

4.2.1 Measurement Model
On measurement model This show indicators Which used in valid and reliable research or not, the test results on *path* model *diagrams* complete research is as following:
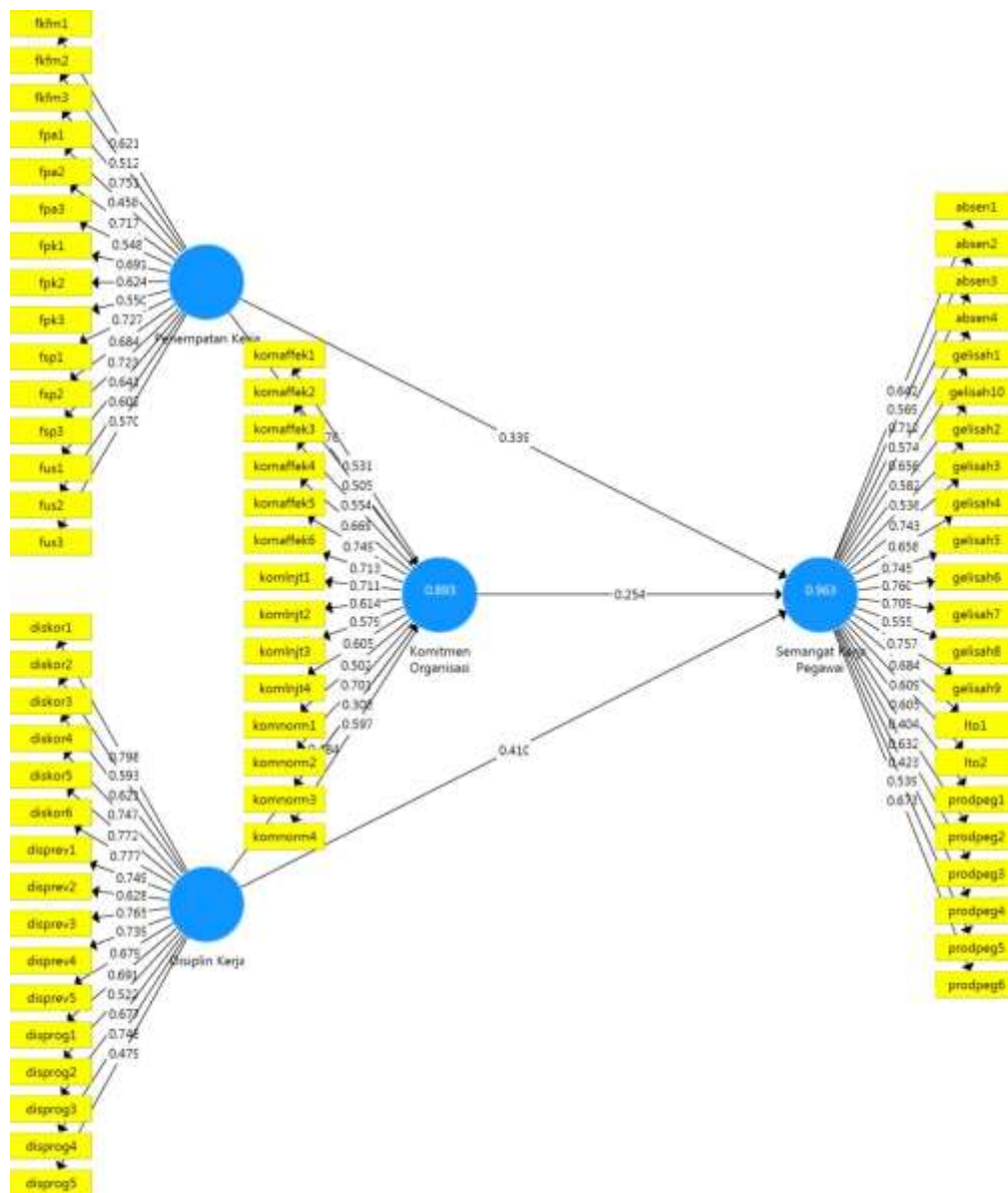
Picture 4.1 Models Beginning *Path Diagram*

On picture 4.1, construct Placement Work formed or be measured with15 indicators namely fkfm1-fus3, then the Work Discipline construct is formed orbe measured with 16 indicator that is disprog1-disprog5, furthermore Commitment Organization formed or be measured with 14 indicator that is kommaffek1-komnor4, And furthermore Spirit Work Employee formed or be measured with 22 indicator i.e. absent1-prodpeg6.

4.2.2   Test validity And Reliability Variable Latent
In this test it is used to assess *the outer model* which includes *convergent* validity is measured from the *outer loading value, discriminant validity* is measured with the *AVE value* , and *composite reliability* or CR to measure the level reliability.

1)   Convergent validity
Convergent validity from *measurements model* with indicator reflexive canseen from correlation between score items/ indicator with score the construct. Indicator individual considered valid If own mark correlation in on 0.50 (Ghozali and Latan, 2015). The results *of loading* items in the outer model can be seen in the table following:

Table 4.12. Results Test *Convergent Validity – Outer loading*

Construct	grain	Factor loading	Criteria	Information
Placement Work (X1)	fkfm1	0.621	> 0.5	Valid
	fkfm2	0.512	> 0.5	Valid
	fkfm3	0.751	> 0.5	Valid
	fpa1	0.458	> 0.5	No Valid
	fpa2	0.717	> 0.5	Valid
	fpa3	0.548	> 0.5	Valid
Construct	**grain**	**Factor loading**	**Criteria**	**Information**
	fpk1	0691	> 0.5	Valid
	fpk2	0.624	> 0.5	Valid
	fpk3	0.550	> 0.5	Valid
	fsp1	0.727	> 0.5	Valid
	fsp2	0.684	> 0.5	Valid
	fsp3	0.723	> 0.5	Valid
	fus1	0.641	> 0.5	Valid
	fus2	0.602	> 0.5	Valid
	fus3	0.570	> 0.5	Valid
Disiplin Kerja (X2)	diskor1	0.798	> 0.5	Valid
	speech2	0.593	> 0.5	Valid
	speech3	0.621	> 0.5	Valid
	speech4	0.747	> 0.5	Valid
	speech5	0.772	> 0.5	Valid
	speech6	0.777	> 0.5	Valid
	disrespect 1	0.749	> 0.5	Valid
	contempt2	0.628	> 0.5	Valid
	disprev3	0.765	> 0.5	Valid
	disprev4	0.739	> 0.5	Valid
	disprev5	0.679	> 0.5	Valid
	disprog1	0.691	> 0.5	Valid
	disprog2	0.522	> 0.5	Valid
	disprog3	0.677	> 0.5	Valid
	disprog4	0.748	> 0.5	Valid
	disprog5	0.479	> 0.5	No Valid

Construct	grain	Factor loading	Criteria	Information
onal Commitment(Z)	koffek1	0.531	> 0.5	Valid
	koffek2	0.505	> 0.5	Valid
	koffek3	0.554	> 0.5	Valid
	koffek4	0.669	> 0.5	Valid
	koffek5	0.749	> 0.5	Valid
	koffek6	0.713	> 0.5	Valid
	komlnjt1	0.711	> 0.5	Valid
	komlnjt2	0.614	> 0.5	Valid
	komlnjt3	0.579	> 0.5	Valid
	komlnjt4	0.605	> 0.5	Valid
	komnorm1	0.502	> 0.5	Valid
	komnorm2	0.701	> 0.5	Valid
	komnorm3	0.308	> 0.5	No Valid
	komnorm4	0.597	> 0.5	Valid
	absent1	0.642	> 0.5	Valid
	absent2	0.569	> 0.5	Valid
	absent3	0.712	> 0.5	Valid
	absent4	0.574	> 0.5	Valid
	restless1	0.656	> 0.5	Valid
	restless10	0.582	> 0.5	Valid
	restless 2	0.536	> 0.5	Valid
	restless 3	0.743	> 0.5	Valid
	restless4	0.658	> 0.5	Valid
pirit at workEmployee (Y)	restless 5	0.745	> 0.5	Valid
	restless6	0.760	> 0.5	Valid
	restless7	0.709	> 0.5	Valid
	restless8	0.555	> 0.5	Valid
	restless9	0.757	> 0.5	Valid
	lto1	0.684	> 0.5	Valid
	lto2	0.609	> 0.5	Valid
	prodpeg1	0.605	> 0.5	Valid
	prodpeg2	0.404	> 0.5	No Valid
	prodpeg3	0.632	> 0.5	Valid
	prodpeg4	0.423	> 0.5	Tidak Valid

prodpeg5	0.539	> 0.5	Valid
prodpeg6	0.673	> 0.5	Valid

loading values above, there are still several constructsor items from research variables that have not met *convergent validity* orstated No valid because items the own mark *loading* in lower0.5. With thereby done testing advanced until obtained all itemson the research variable is declared valid by not including the items items Which No valid the on testing furthermore. In accordance with next test, the results of the *path diagram test* are obtained fulfil *convergent validity* or declared valid that is as following:
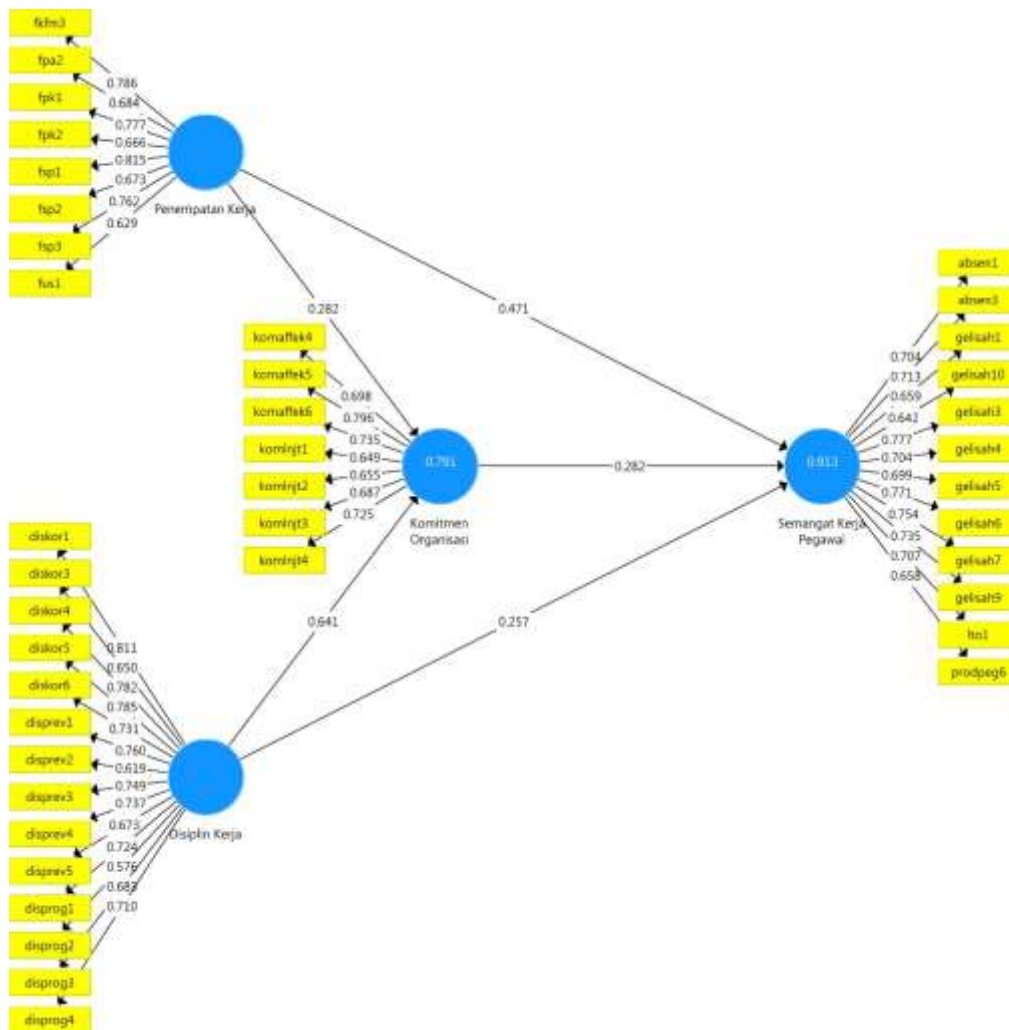
Picture 4.2 Models *Path diagrams* that Fulfil *Convergent validity*

Loading results items on outer model can seen in table following:

Table 4.13. Results Test *Convergent Validity - Outer loading*

Construct	grain	Factor loading	Criteria	Information
	fkfm3	0.786	> 0.5	Valid
	fpa2	0.684	> 0.5	Valid
	fpk1	0.777	> 0.5	Valid

Placement Work (X1)	fpk2	0.666	> 0.5	Valid
	fsp1	0.815	> 0.5	Valid
	fsp2	0.673	> 0.5	Valid
	fsp3	0.762	> 0.5	Valid
	fus2	0.629	> 0.5	Valid
Disiplin Kerja (X2)	diskor1	0.811	> 0.5	Valid
	diskor3	0.650	> 0.5	Valid
	diskor4	0.782	> 0.5	Valid
	diskor5	0.785	> 0.5	Valid
	diskor6	0.731	> 0.5	Valid
	disprev1	0.760	> 0.5	Valid
	disprev2	0.619	> 0.5	Valid
	disprev3	0.749	> 0.5	Valid
	disprev4	0.737	> 0.5	Valid
	disprev5	0.673	> 0.5	Valid
	disprog1	0.724	> 0.5	Valid
	disprog2	0.576	> 0.5	Valid
	disprog3	0.683	> 0.5	Valid
	disprog4	0.710	> 0.5	Valid
Komitmen Organisasi (Z)	komaffek4	0.698	> 0.5	Valid
	komaffek5	0.796	> 0.5	Valid
	koffek6	0.735	> 0.5	Valid
	komlnjt1	0.649	> 0.5	Valid
	komlnjt2	0.655	> 0.5	Valid
	komlnjt3	0.687	> 0.5	Valid
	grain	Factor loading	Criteria	Information
	komlnjt4	0.725	> 0.5	Valid
	absent1	0.704	> 0.5	Valid
	absent3	0.713	> 0.5	Valid
	restless1	0.659	> 0.5	Valid
	restless10	0.642	> 0.5	Valid
	restless 3	0.777	> 0.5	Valid
	restless4	0.704	> 0.5	Valid
	restless 5	0.699	> 0.5	Valid
	gelisah6	0.771	> 0.5	Valid

gelisah7	0.754	> 0.5	Valid
gelisah9	0.735	> 0.5	Valid
lto1	0.707	> 0.5	Valid
prodpeg6	0.658	> 0.5	Valid

loading values above, it can be concluded that at stage testing This all items from variable study Already valid And has fulfil *convergent validity* or stated valid because whole items own mark *loading* above 0.5. From this test it can be concluded that at stage testing these are all items from valid research variables.

2) Discriminant Validity

Discriminant validity is carried out to ensure that each concept from respectively variable latent different with variable other. Model have *discriminant* validity Which Good If mark *avarge variances extracted* (AVE) with a value (≥ 0.5). The results of *discriminant validity* testing with the AVE value the following:

Table 4.14. Results Test *Discriminant validity* – Mark *AVE*

Variable	Average Variances Extracted (AVE)	Criteria	Information
Placement Work	0.528	0.5	Valid
Discipline Work	0.513	0.5	Valid
Commitment Organization	0.501	0.5	Valid
Spirit Work Employee	0.506	0.5	Valid

Based on the results above it can be explained that from the results of the four variables own mark AVE on 0.5 so that can said data own *discriminant validity* Which Good.

3) Test Reliability with Composite reliability

Apart from seeing the value of *the factor loading* construct as a validity test, in The measurement model is also tested for reliability. Reliability test was conducted for prove accuracy, consistency And accuracy instrument in measure something construct. In pls – SEM with use SmartPLS, For Measuring the reliability of a construct can be done in two ways, namely with *Cronbach's Aplha* And *Composite reliability* . However, usage *Cronbach's Aplha* to test the reliability of a construct will provide mark Which more low *(under estimate)* so that more suggested For use *Composite reliability* .

Table 4.15. Construct Reliability And validity

| Variable	Cronbach Alpha	Composite reliability
Discipline Work (X2)	0.926	0.936
Commitment Organization (Z)	0.833	0.875
Placement Work (X1)	0.870	0.899
Enthusiasm Work Officer (y)	0.911	0.925

Source: Data primary, 202

From table 4.15 it can be seen that the values of all variables in the test reliability using Cronbach's Alpha > 0.6 or Composite Reliability value > 0.7. By Because That, can concluded that variable – variable Which ctested valid and also reliable, so that it can be continued to test the model structural.

4.2.3   Second Order Confirmatory Analysis

Significance indicator composer endogenous can seen from mark t-statistics. If t- *value* > t-table, so all indicator can significant measure endogenous construct. The significance value used in this study is 0.05. Results model after done test *boost trap* there is in Figure 4.3
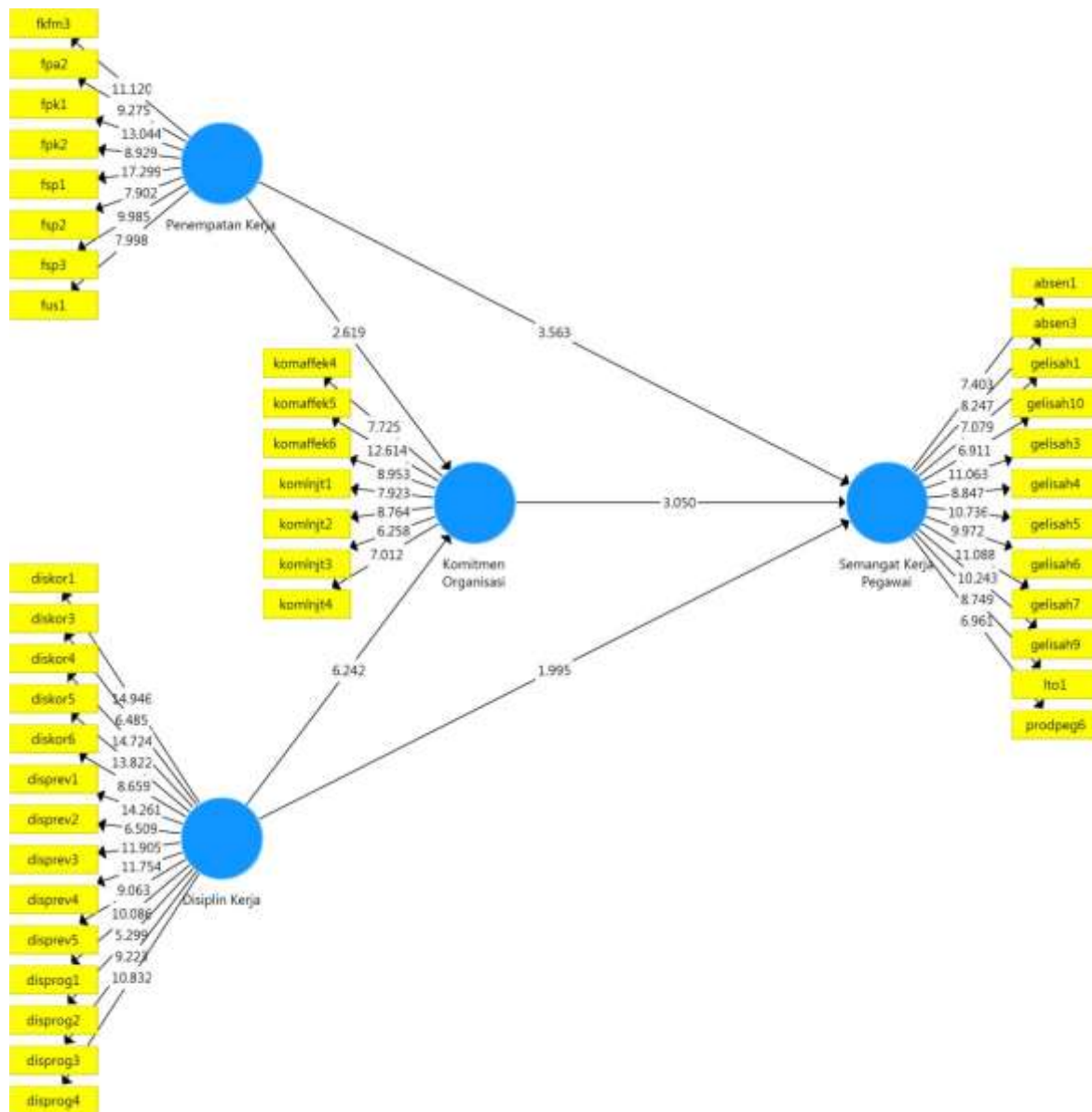
Picture 4.3 Results analysis *boost trap*

To assess the significance of the effect between variables, a procedure was carried out *boost trap* . Procedure *boost trap* use whole sample original For do *resampling* return. In method *resampling boostrap* , mark significance Which used t- *value* is 1.96 (*significant levels* = 5).

Table 4.16 is the result of the t-statistic test to test the significance indicator to latent variables on *second order* construct.

Table 4.16 *Path* measurement *coefficients* significance (t – statistics) *second order*

Construct	Original sample (O)	sample Means (M)	standard Deviation (STDEV)	T Statistics (|O/STDEV|)	P Values
Placement Work **(PK)** → Spirit Work Employee **(SK)**	0.471	0.485	0.132	3,563	0.000
Discipline Work **(DK)** → Spirit Work Employee **(SK)**	0.257	0.255	0.129	1,995	0.047

Placement Work **(PK)** → Commitment Organization **(KO)**	0.282	0.278	0.108	2,619	0.009
Discipline Work **(DK)** → Commitment Organization **(KO)**	0.641	0.650	0.103	6,242	0.000
Commitment Organization **(KO)** → Spirit Work Employee **(SK)**	0.282	0.268	0.093	3,050	0.002

Source: data primer treated, 2023

Based on the results of *the path coefficient* contained in table 4.17 shows that whole items significant to the construct with mark t-statistics > 1.96And p –*values* < 0.05

4.3. Analysis Model Structural *(Inner Model)*

According to Haryono (2017) step First evaluate model structural by looking at the significance of the relationship between constructs/variables. This canseen from the path coefficient which describes the magnitude of the value of the relationship between construct. Sign or direction in track must in accordance with theory Which hypothesized, its significance can be seen from *the t test* or the *critical ratio* obtained from process *boost trap* or *resampling method* . Model structural can

evaluated with use *R-square* For construct dependent, *stones geisser Q Square test* For Q ^{2} *predictive relevance* , test

significance from coefficientparameter structural line, *index quality* and *Sobel test* for mediation test.

4.3.1 R-Square (R^2)

Evaluate the value of R ^{2} . The interpretation of the R $^{2\ value}$ is the same as the interpretation of the R ^{2} regression linear, namely the amount of endogenous variable *variability* that can be explained by variable exogenous. According to Chin (1998) criteria R ^{2} consists from three classification that is^{R2} values 0.67, 0.33 and 0.19 as substantial, moderate and weak. Change the value of R ^{2} can be used to see whether the influence of latent variables is exogenous to variable latent endogenous own influence Which substantive. Matter This canbe measured with *effect sizes* f ^{2} . Here's a table 4.17 Which load value R $^{2.}$

Table 4.17. Mark R² Variable endogenous

| Endogenous Variables	R Square	adjusted R Square
Commitment Organization (Z)	0.736	0.784
Spirit Work Employee (Y)	0.903	0.908

Source: Data primer treated, 2023

Based on table 4.17 can concluded that model influence *Placement Work And Discipline Work* to Commitment Organization give mark as big 0736, Which can interpreted that variability construct Organizational Commitment that can be explained by the variability of the construct *Work Placement and Work Discipline* is 73.6% while the rest explained by other variables outside of this study. Likewise with models influence *Placement Work And Discipline Work And* Commitment Organization to Spirit Work Employee give mark as big 0903, Which can

it is interpreted that the variability of the acceptability construct can be explainedby variability construct *Placement Work, Discipline Work And* Commitment Organization is 90.3%, while the rest is explained by the variable - variable

outside study This.

4.3.2 Test Significance *(Bootstraping)*

boostraping significance test is used to test about something hypothesis whether accepted or rejected. This can be done in a number of ways pay attention to the significance value between constructs, t-statistics and p- *values* . WithIn this way, measurement estimates and standard *errors* are no longer calculated with assumption statistics, but based to observation empirical. In method *resampling boostrap* on study This, mark significance Which used (*two tailed*) t-*value* is 1.96 (*significance level* = 5%) with provision the t-*statistic* value must be greater than 1.96.
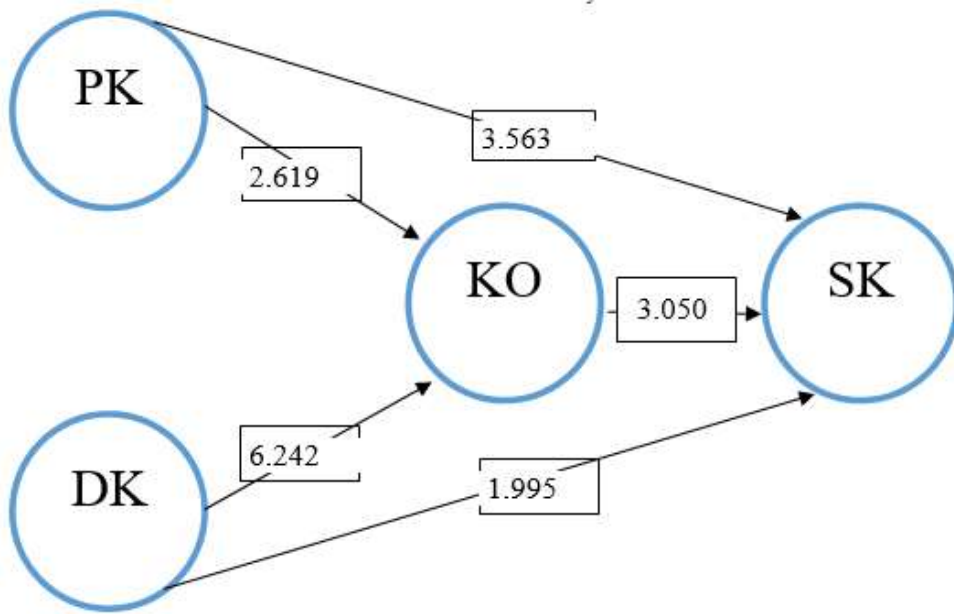
Picture 4.4 Results Test hypothesis
Source: data primer treated, 2023

Table 4.18 Results t-statistics

	Original sample ample	ample Means	standard Deviation	Q Statistics	P Values
PK – SK	0.471	0.485	0.132	3,563	0,000
DK – SK	0.257	0.255	0.129	1,995	0.047
PK – I	0.282	0.278	0.108	2,619	0.009
DK – I	0.641	0,650	0.103	6,242	0.000
KO – SK	0.282	0.268	0.093	3,050	0.002

Source: data primer treated, 2023

Based on on table 4.18, determination hypothesis accepted or rejectedexplained as follows:

a. hypothesis 1: Influence Placement Work To Spirit Work

✓ Hypothesis 1: Allegedly be found influence from placement workagainst work spirit.

Ho : Nope be found influence from placement work against spirit work.

Ha : There is influence from placement Work to Spirit Work.

✓ Criteria

If t statistic > 1.96 and p *value* < 0.05 then Ho is rejected and Haaccepted.

✓ Results

Hypothesis testing shows a statistical t value of 3.563>1.96 and p- *values* 0.000<0.05.

Conclusion

Based on calculation in on can concluded that : hypothesis 1Which beeps "Allegedly there is influence from placement Workto Spirit Work." **proven** And stated there is influencefrom work placement on work enthusiasm.

b. hypothesis 2: The Effect of Discipline Work To Spirit Work

✓ hypothesis 2: Allegedly there is influence from discipline Work toSpirit Work.

Ho : No there is influence from work discipline against spirit work.

Huh : Be found influence from discipline work against spirit work.

✓ Criteria

If t statistic >1.96 and p *value* < 0.05 then Ho is rejected and Haaccepted.

✓ Results

Hypothesis testing shows a statistical t value of 1.995 > 1.96 And p -*value* 0.047<0.05.

✓ Conclusion

Based on the calculations above it can be concluded that hypothesis 2 which reads "It is suspected that there is an influence from work discipline onSpirit Work." **Proven** And can stated that there is influence of work discipline on work enthusiasm.

c. hypothesis 3: Influence Placement Work To CommitmentOrganizational

✓ hypothesis 3: Allegedly there is influence from placement Work tocommitment organizational.

Ho : No there is influence from placement Work to commitment organizational.

Ha : There is influence from placement Work to commitment organizational.

✓ Criteria

If t statistic > 1.96 and p *value* < 0.05 then Ho is rejected and Haaccepted.

✓ Results

Hypothesis testing shows a statistical t value of 2.619>1.96 and p- *values* 0.009< 0.05.

✓ Conclusion

Based on calculation in on can concluded that hypothesis 3 Which beeps "Allegedly there is influence from placement Work towards organizational commitment." **Proven** and verifiable that there is an effect of work placement on commitment organizational.

d. Hypothesis
4: The Effect of Work Discipline on Commitment Organizational

✓ hypothesis 4: Allegedly there is influence from discipline Work tocommitment organizational.

Ho : No there is influence from discipline Work to commitmentorganizational.

Ha : There is influence from discipline Work to commitment organizational.

✓ Criteria

If t statistics >1.96 And p.s *value* < 0.05 so Ho rejected And Haaccepted

✓ Results

Hypothesis testing shows a statistical t value of 6.242>1.96 and p- *values* 0.000< 0.05.

✓ Conclusion

Based on calculation in on can concluded that hypothesis 4 Which beeps "Allegedly there is influence from discipline Work toorganizational commitment." **It is proven** and can be stated that there is influence from discipline Work to commitment organizational.

e. hypothesis 5: Influence Commitment Organizational To SpiritWork

✓ hypothesis 5: Allegedly there is influence from commitment organizationalto spirit at work.

Ho : No there is influence from commitment organizationalto spirit at work.

Ha : There is influence from commitment organizational toSpirit Work.

✓ Criteria

If t statistics >1.96 And p.s *value* < 0.05 so Ho rejected And Haaccepted

✓ Results

Hypothesis testing shows a statistical t value of 3.050 >1.96 and p- *values* 0.002< 0.05.

✓ Conclusion

Based on calculation in on can concluded that hypothesis 5 Which beeps "Allegedly there is influence from commitment organizational to Spirit Work." **Proven** And canstated that there is an influence of organizational commitment to spirit at work.

Analysis SEM with Effect Mediation
Table 4.19 Results t-statistics with effect mediation

Construct	Original sample (O)	sample Means (M)	standard Deviation (STDEV)	T Statistics (|O/STDEV|)	P Values
Work Placement **(PK)** → Commitment Organization **(KO)** → Spirit Work Employee **(SK)**	0.080	0.076	0.041	1,939	0.053
Discipline Work **(DK)** → Commitment Organization **(KO)** → Work SpiritEmployee **(SK)**	0,181	0,174	0,066	2,750	0,006

Based on table 4.19 the results show that the t-statistic of commitment organizational structure does not mediate job placement and employee morale Which worth 1,939 Which It means No significant Because <1.96. Whereas organizational commitment mediates work discipline and employee morale Which have value 2,750 Which It means significant Because >1.96.

f. hypothesis 6: Commitment Organizational mediate Influence from Placement Work To Spirit at work Employee

✓ Hypothesis 6: It is suspected that organizational commitment mediates influence from work placement to spirit at work employee.

Ho : Commitment organizational No mediate influence from placement Work on work enthusiasm employee

Ha : Commitment organizational mediate influence from placement Work on work enthusiasm employee.

✓ Criteria

If t statistics >1.96 And p.s *value* < 0.05 so Ho rejected And Ha accepted

✓ Results

Hypothesis testing shows a statistical t value of 1.939 <1.96 and p- *values* 0.053> 0.05.

✓ Conclusion

Based on calculation in on can concluded that hypothesis 6 Which beeps "Allegedly commitment organizational mediate the effect of work placement on employee morale **No proven** And can stated that commitment organizational No mediate

influence from placement Work to employee morale.

g. hypothesis 7: Commitment Organizational mediate Influence from Discipline Work Against Spirit Work Employee

✓ Hypothesis 7: It is suspected that organizational commitment mediates influence from work discipline to spirit Work employee.

Ho : Commitment organizational No mediate influence from discipline Work on employee morale.

Ha : Organizational commitment mediates the influence of discipline Work to spirit Work employee.

✓ Criteria

If t statistics >1.96 And p.s *value* < 0.05 so Ho rejected And Ha accepted.

✓ Results

Hypothesis testing shows a statistical t value of 2.750 >1.96 and p- *values* 0.006< 0.05.

✓ Conclusion

Based on calculation in on can concluded that hypothesis 7 Which beeps "Allegedly commitment organizational mediate influence from discipline Work to Spirit Work employee" **proven** and can be stated that organizational commitment has mediate influence from discipline Work to Spirit Work employee.

4.3.3 Recapitulation Results hypothesis

Here below is results recapitulation test hypothesis in form table as in below:

Table 4.20 Results test hypothesis

hypothesis	Information
H1: Allegedly be found influence from placement work against spirit work	Proven
H2: Allegedly be found influence from discipline work against spirit work	Proven
H3: Allegedly there is influence from placement Work to commitment organizational	Proven
H4: Allegedly there is influence from discipline Work to commitment organizational	Proven
H5: Allegedly there is influence from commitment organizational to Spirit Work	Proven
H6: Allegedly there is influence from placement work against SpiritWork with commitment organizational as mediation	No Proven
H7: Allegedly there is influence from discipline Work to Spirit Work with commitment organizational as mediation	Proven

DISCUSSION

Placement Work to Spirit Work

Based on the results of hypothesis testing 1, it can be seen that there is a relationship work placement variable on employee morale. p *values* shows 0.000 with a significance value of 0.05 and a statistical t value of 3.563 with a *two-tailed value of* 1.96 at *a significance level of 5%.* This matter means that there is a positive effect of the job placement variable on Spirit Work employee. From results the can concluded hypothesis 1proven and there is a significant positive effect. Additionally, based on in Table 4.8 the results show that the average respondent's assessment of variable (X_1) Placement Work including in category Which tall that is of 3.75. The highest respondent's rating is in the questionnaire item with the code FSP1 And FPK1 Which state "Status marriage become material consideration in put employee in company place I Work."And "Recruitment employee on company place I Work more consider factor experience Work." with average 3.93. Whereas, evaluation Lowest there is on items questionnaire with code FKFM1 Whichstated "The company I work for did a medical test before I placed on position / position certain." with score 3.54. Based on these results indicate that the existing employee placement system at Hotel Grand Inna Malioboro Yogyakarta is considered quite successful and effective because with the job placement system employees become moremore productive at work and especially they will also have more taste enthusiasm for the organization. In addition to the presence of work placements Which in accordance give influence Which Good to every employee Hotel grandina Malioboro Yogyakarta

The results show that there is a positive effect. This means that with the appropriate work placement gives a good influence to every employee Hotel grand ina Malioboro Yogyakarta. Because, withThe existence of this system makes every employee feel given the opportunity and There is satisfaction alone For occupy position Work Which in accordance with skill employee. Besides That, make it easy company in evaluate employee and can be used for consideration. The results of this study are supported by several studies that have been conducted such as, Vispute (2013) which title " *Recruits Strategy And Employee Retention in Indian Banking AndInsurance Sector"* " The results of this study reveal that the elements recruitment strategy to determine the placement of employees have the same resultspositive And significant with loyalty somebody in the A organization Whichcan increase employee morale.

This research is also supported by several similar previous studies originating from Indonesia, namely research conducted by Hazairin Habe (2012) with title that is "Analysis Influence Motivation And Employee Placement on Employee Morale at CV. Organic Agro Systems (OASIS) in Bandar Lampung". The results show that the magnitude of the relationship between variable motivation Work with

Spirit Work Which counted withcoefficient correlation is 0.781, connection placement employee with morale is 0.867. Theoretically, because of the correlation between placements employee with Spirit Work more big, so variable placement Employees have more influence on morale than variables other. Subsequent research was conducted by Dana Sudiana (2018) with the title i.e. "Influence Position Placement on Employee Work Spirit at Regional Apparatus Organization of Ciamis Regency". Based on the calculation results coefficient determination can is known that Spirit Work employee Which rotated based on Decision Regent Nice Number 821.2/KPTS.294- BKPSDM.3/2017 About Appointment And Transfer In Position Administration of Echelon III and IV within the Ciamis Regency Government, influenced by the placement of positions of 62.41% while the rest amounted to 37.59 influenced by other factors not examined in this study such as motivation, leadership and so on. Then research is done by Siti Nurhasanah (2015) with the title "The Effect of Job Placement towards PT Pertamina (Persero) Refinery Unit III Employee Work Spirit Palembang. The results of this study indicate that there is a significant effect on the work spirit of PT Pertamina (Persero) Refinery Unit III employees Palembang, this is proven that work placement is a factor that very influential to Spirit Work employee Which proven with the results of the study showing the percentage of 47.1% and the remaining 52.9%. influenced by other factors not explained in this study. Study next done by Billy Yanis Saputra, Susie Hendriani, Machasin (2017) with the title "The Influence of Competence and Placement to Spirit Work And Performance Employee Service Income Area Regency Bengkalis". From results testing Which has done, there is the direct effect of competence on performance is 0.530, the effect is not direct between competence to performance through Spirit Work 0.582, the direct effect of placement on performance is 0.243, the effect is not direct link between competency and performance through passion at work 0.321, And Spirit in place Work influence performance 0.192. Results the calculation of the coefficient of determination (R^2) is around 4.73, which means it is variable competence, placement and morale on employee performance by 73.4%, whereas the rest 26.6% influenced by variable other Which No including in this research model.

Research conducted by Sarinah, Rahmat Simon Gultom, Asep Ali Thabah (2016) Which title " *The effects of recruitment and Employee Selectionon Employee Placement and Its Impacts Towards Employee Performance at PT Srivijaya Water* ". And results from study is there is connection Which positive fromhuman resource practices namely work placement towards work enthusiasm employees in an organization. In addition, other studies were conducted by Dr. Teresia Kavoo (2013) with the title that is *The Effect of Placement Practices on Employee performance in small*

Service Firms in the Information .

Technology sector in Kenya show that there is contribution And positive influence of job placement on employee morale. Resultsthis research suggests that in Kenya few studies have focused on human resource management practices in small-scale service companies in information technology sector therefore this research contributes in that field. It can be concluded that good job placement make employees more comfortable so that employees are more enthusiastic in work because they feel included and given the opportunity. Hence Hotels Grand Inna Malioboro Yogyakarta to maintain employee morale towards an organization with a clear job placement, involving all at once give chance on employee For occupy position work in accordancewith work expertise they

4.3.4 Influence Discipline Work against Enthusiasm Work Officer

Based on results though data variable discipline Work to Spirit Workemployees obtained p *values* of 0.047 and a significant level of 0.05, where the criteria sig significance test. < 0.05 and the t-statistic value is 1.995 with a *two-tailed value* of 1.96.So that can concluded that Ho rejected And Ha accepted. It means hypothesis2 "Allegedly there is influence from discipline Work to Spirit Work employee"proven. From before the results of the hypothesis analysis, in table 4.9 the results show that average evaluation respondent to variable (X_2) Discipline Work included in the high category that is equal to 3.79. Respondent assessment the highest is found in the questionnaire item with the score code2 which states "Reprimand or warning Which given to I in accordance with company regulations" with an average of 4.02. Meanwhile, the lowest rating is found in questionnaire items with disprev1 and disprog2 codes which state "I knowand understand the rules and regulations in the company" and "Granting penalty increase quality in Work" with score 3.67. Based on results This shows that the employees at the Grand Inna Malioboro HotelYogyakarta has give discipline Work employee with should, seen from the answers of the respondents, the average is quite high. First, giving responsibility answer And authority to employee. Second, create condition each other believe between management And employee. Third, exists freedom in employee on activity Work his. So that matter This in the future capable influence flavor spirit at work on employee

Based on the results of the 2nd hypothesis analysis, this research is supported by Agussalim M in 2017 entitled " *Analysis Work Discipline and Work spirits to achievements Employees PT. Japfa Comfeed Indonesia Tbk. wood Planting* ." Results this research put forward that work discipline has positive relationship to employee morale, especially commitment affective and normative although in continuance commitment does not have significant impact. The results of research that has been conducted by Muhammad Sofyan in 2015 obtained positive results. Where is the research entitled " *The Effect Of Career Development And Working Discipline Towards Working Satisfaction And Employee Performance In The Regional Office Of Ministry Of Religious Affairs In South Sulawesi.* which in the researchThis writer get results that discipline Work own influence to employee morale in the organization but not significantly correlated. In a study conducted by M Imran Khan Khalil in 2013entitled " *Job Satisfaction and Work Morale among Ph.D's A Study of Public and Private sector Universities of peshawar, Pakistani* ." Which stated that the majority of respondents were the subject of his research states that there is influence between work discipline on morale employee.

This research is also supported by several similar previous studiesoriginating from Indonesia, namely research conducted by Sri Indarti and Susi Hendriani (2011) with the title "The Influence of Motivation and Work Disciplineon Employee Work Spirit at the Regional Secretariat of Riau Province ". From results findings study, can is known that data distributed normal. There is an influence between motivation, work discipline on morale at work Regional Secretariat of Riau Province significantly either simultaneously or simultaneously Partial. Another research was also conducted by Ayu Sulasasari (2013) with the title namely "The Effect of Work Discipline on Employee Morale (Study At KSP Tunas Artha Mandiri Nganjuk". Based on the results of multiple analysis or Hypothesis II, show that Ha rejected Which means that disciplineand welfare do not have a dominant influence on morale, howeverthat has the greatest influence on morale is inner assertiveness implementation of work discipline. Subsequent research conducted by Eddie Winata (2015) with the title "The Influence of Work Discipline and Work Culture on Spirit Work Employee on PT. Mayasari build Medan". Results research simultaneously note that F count equal to 370,695 while the F table as big 3.09 with level significant 0.309 And Probability significant Far moresmaller than 0.05, namely 0.000 <0.05. Partially, the discipline variable shows that mark tcount 21,721 > ttable 0.207 And mark probability significant 0.023 <0.05, so Ho rejected (H1 accepted) Which state There is influence Which significant from work discipline to work enthusiasm.

Can We Look that employee Hotel grand ina Malioboro Yogyakarta gives a high category score on this variable, which means they consider that discipline Work in company This Already Good. Will but, partycompany what good For Keep going firm give discipline Work toemployees with neutral marks discriminate against top-level employees as welllower levels so that the company is more advanced and employees feel they belong company Grand Hotels ina Malioboro Yogyakarta.

4.3.5 Influence Placement Work to Commitment

Organization

On results test hypothesis to 3 that is influence from placement Work to commitment organization can is known that Mark p.s *values* showof 0.009 with a significance value of 0.05 and a statistical t value of 2.619 with a *two-tailed value of* 1.96 at *a significance level of 5 %*. This means that hypothesis the 3rd proven And can said that placement give positive influence on organizational commitment. Testing this 3rd hypothesis in line with studies Which has done previously. Work placement has a positive impact on organizational commitment a employee in in A company. Matter This in accordance with Mathis And

Jackson (2006:262) argues that placement is placing position a person to the right job position, how good an employeematch the job will affect the amount and quality of work. Then, research conducted by Mrs. N. Uma Devi in 2016 titled "*A Study on impact of Morale on organizational commitment, through structural Equation Modeling (SEM).*" Which explain that exists impactin a manner significant from placement Work to commitment organization. Studyit aims to measure the impact of morale on organizational commitment with Special reference to college teachers. *Structural Equation Modeling* (SEM) shows that 30% of Organizational Commitment is determined by moral. Subsequent research was conducted by Wudil, Kano (2014) entitled " *The impact Of organizational commitment on employees productivity* ." On studyIt also examines whether work placement has an influence on commitment organization in in company And results from study This show that placement Work own influence Which significant to commitment organization in company. Study This Also supported withanother research written by Khaerudin in 2018 entitled " *The Effect Of Placement And Competency On Performance Through Employees Commitment In Financial Center Office Ministry Of Defense Indonesia*" which where in this study the authors get the results that the results of the study show variable placement, variable competence And commitment employee in a manner simultaneous or part own effect positive on Spirit work . employee. Temporary variable commitment No Can mediate between placement And competency on employee morale.

Based on results analysis on, can is known that there is influencepositive Which significant from placement Work to commitment organization Hotel grand ina Malioboro Yogyakarta. Matter This Also can We Look from score questionnaire variables including job placement and organizational commitment category tall. By Because That company Already should For putevery employee with a good working position. If the work placement of employees done with appropriate so somebody employee will put flavor loyal/ committed with company.

4.3.6   Influence Discipline Work to Commitment

Organization

Based on the results of work discipline variable data processing on commitment organization obtained p.s *values* that is 0.000 And level significant 0.05, Where criteria sig significance test. < 0.05. The statistical t value is 6.242 with a *two tailed value* 1.96 at *the significance level of 5 %*. So it can be concluded that Ho is rejected And Ha accepted. It means hypothesis 4 "Allegedly there is influence from discipline Work towards organizational commitment" is proven and can be said to have an influence positive. This research is in line with several studies earlier. This previous research was conducted by Maharani Fathia, Suharto, Ahmad Sodikin (2018) Which title " *Effects of leadership and discipline on employee performance through employee organization commitmentBank West Java Banten (BJB).* " Results study show discipline Work influential positive And significant to commitment organization, leadership influential positive And significant to commitment organization, commitment organization influential positive And significant to performance, And Discipline Work, leadership influential significant in a manner together to performance through organizational commitment to Bank Jabar Banten (BJB) employees. Results which is not much different was also stated by Anwar Prabu Mangkunegara in 2015 entitled " *Effect of Work Discipline, Work Motivation and Job Satisfaction on Employee Organizational Commitment in the Company* (*Case Study in* PT. Dada Indonesia) " which had the result that the employees agreed if discipline Work own influence significant to commitment organization. Results study This show to they that discipline Workhas a positive effect on organizational commitment. Other research also written by Rahmi Fentina et al (2017) entitled " *The Effect Of Work Discipline, Job Satisfaction And Work motivation Towards Teacher organizational CommitmentIn SMP Negeri Of Medan City District* " which research is related to what there is a relationship between work discipline and organizational commitment to teachers MedCity District Middle School , and the results of the study show that discipline Work in a manner direct And No direct influence commitment organization Based on explanation paragraph previously, discipline Work on employeeimportant For done. Matter This aim so that employee more productive, involved in the company, feel considered, and so forth. So that, employees feel happy and satisfied with the work they do at Hotel grand ina Malioboro Yogyakarta. If, employee feel satisfied with something company, possible employee the For commit to higher level organization/company. Therefore, Hotel Grand Inna MalioboroYogyakarta continues to strive to increase employee organizational commitment with establish work discipline the best.

4.3.7   Influence Commitment Organization to Spirit Work Employee

Based on results though data variable commitment organization to employee morale obtained p *values* of 0.002 and a significant level of 0.05, where is the significance test criteria sig. < 0.05. Statistical t value of 3.050 with the *two-tailed* value is 1.96 at *a significance level of 5 %*. It can be concluded that Ho rejected And Ha accepted. It means hypothesis 5 "Allegedly there is influencefrom organizational commitment to employee morale" is proven and can be said that There is influence positive from commitment organization to Spirit Work employee. Guided on results analysis study, mark average Respondents' perceptions of statements on the job satisfaction questionnaire included in category tall one that is equal to 3.80. Highest respondent rating contained in the questionnaire items with code komaffek2 which states "I feel part of the family in this company." with an average of 3.97. Based on these results indicate that employees are satisfied with work Which done And employee feel suitable with type his job.Matter it will deliver positive impact on company.

A number of study earlier support with results study This, Robbins And Judges (2007) define commitment as something circumstancesWhere a individual take sides organization as well as goals and his desire to maintain his membership in the organization. Mathis and Jackson in Sopiah (2008:155) define organizational commitment as degrees Where employee believe And Want to accept goals organization and will stay or not leave the organization. In a study in Iran conducted by Memari et al in 2013, on his research title " *The impacts of organizational Commitment on Employees Job performance. A study of Meli bank* " This aim For analyze whether there is an influence of organizational commitment on morale Work employee. And results from study This show that Spirit Work work emerges as a determinant of organizational commitment, so it can it can be concluded that there is an influence between organizational commitment and enthusiasmWork employees on Milli Bank.

This research is also supported by several similar previous studies Which originate from Indonesia, that is study Which done by Elias KaroKaro(2013) with the title "The Effect of Employee Commitment on Morale Public Section Employee Work at PT. Nusantara Plantation V Pekanbaru". The results of the study revealed that the t-test for the hypothesis was the (9.214)> test test (2.018). This means commitment employee give influence significant to Spirit Work employee. Influence commitment employee to Spirit Workemployee as big 66.9%. Furthermore study Which done by Siti Fatima(2015) with the title namely "The Influence of Stress work and Commitment Organization to Spirit Work Employee PT. RB Indomitra Mega Capital Pekanbaru. Results study showing variable Commitment Influential organization positive to Spirit Work Employee On PT. RB IndomitraMega Capital Pekanbaru. As for variable Which influential most strong toPT. BPR Indomitra Mega Kapital

Pekanbaru is variable Organizational Commitment (X2) if every employee has a commitmentGood individuals will be able to improve work discipline at work daily on company.

Subsequent research was conducted by Al Zefeit et al (2017) entitled " *The Influence of Organizational Commitment on Omani Public Employees Work Performance* " which also discusses related to analyzing relationship between organizational commitment and employee morale. And results of research that uses the theoretical basis of Mayer and Allen (1991) there is a significant positive influence between organizational commitment and also Spirit Work employee. Study other from Hafiz (2017) with title " *Relationships between organizational Commitment and Employee's Performance Evidence from the Banking Sector of Lahore"* which discusses related with analyze connection between commitment organization And Also employee morale. And the research results show that the dimensions organizational commitment independently and jointly influence Spirit Work employee in bank. This means that employee willing devote and stay in the bank to complete due job objectives they have the same goals and values in the organization. This is meaningful if the organizational commitment of employees increases it will have an effect to Spirit Work employee to something organization. Every company Certain want employee Which own commitment Which strong to somethingorganization, as did Hotel Grand Inna Malioboro Yogyakarta which able to increase the organizational commitment of its employees is included in good category. Therefore it is proven by the results of analysis and testing hypothesis that the employees of Hotel Grand Inna Malioboro Yogyakarta have commitment Which strong for the organization.

4.3.8 The Effect of Work Placement on Employee Morale through Commitment Organization as Variable intervene

Hypothesis 6 test results that the relationship variable placement work on employee morale through organizational commitment the t-statistic value is 1.939 with a *two-tailed value of* 1.96 at *the significance level*5% where the criterion means that the criterion value of the t-statistic must be > 1.96. From From these results it can be concluded that hypothesis 6 **is not proven,** which means that commitment organization No mediate placement Work to Spirit Work employee.

Based on the results of interviews conducted by researchers showed the results, as following:

a)If about Spirit Work each employee different- it's different, bro, in my opinion they are always eager to do it his job. It's just that maybe the target of the company that made it employee feel A little tired. But That right reasonable sir, Because if regarding the performance every day I have to

do or make a report, So if performance No in accordance so Can influential to wages Which will received and promoted. I've also tried my best to put employee in accordance with field his expertise. Yes although That not enough to make employees satisfied but all also need a process. (Respondent 1, Training officers)

b) No bother work sir, Because I in the carrying out work upholding the value of professionalism and every work Which given I always try For finish, of course Mas every job there must be something that is beyond our expectations but I am trying For sincere then I live it that's it. (Respondent 2, staff)

c) About things Which not enough satisfying in office I Still can tolerate it. Yes, because you already signed contract, and it is my obligation to carry out the work and perform with Good as well as Work right Also worship sir And recommended in religion Islam and my main intention is to work for my children and wife. (Respondent 3, Staff)

Based on the results of the interviews, it shows that the enthusiasm for work is given by the employee not because the employee is satisfied with the placement existing work at Hotel Grand Inna Malioboro Yogyakarta. But still responsible for completing their performance, because that performance given must still Good. Wages And chance promotion Which make employee For still carry out performance they. So that kryawan demand himself Alone For can Spirit in do work in situation and any conditions.

Results interview Also showing that professionalism Which keep employees working according to the target which has been set company and sincere in carrying out work. Contract signature work Also make employee still operate work with Good as well as base be religious Which make employee still operate his job with Good Because they consider that Work is worship And objective main they Work for children and wife.

Results study This in line with study Which done by Khaerudin (2018), which in this study the authors obtained results that the commitment variable cannot mediate between work placement and employee morale. Based on the various things stated above, hence indicating that organizational commitment does not mediate placement Work to spirit Work employee.

4.3.9 Influence Discipline Work to Spirit Work Employee through Commitment Organization as Variable intervene

Based on the results of the analysis of the mediating organizational commitment hypothesis test influence from discipline Work to Spirit Work employee. Results Which obtained refer on table 4.18 influence direct from discipline Work to Spirit Work employee that is p.s *values* as big 0.047 And level significant 0.05, where the significance test criteria are sig. <0.05 and the t-statistic value is 1.995 *two-tailed* value

1.96. While the indirect effect is mediated by organizational commitment, based on table 4.19 the results show that p *values* Which got as big 0.006 And level significant 0.05, Where criteria test

significance sig. < 0.05 And mark t-statistics 2,750 with mark *two tailed* 1.96. Matter This prove that hypothesis Which beeps "Allegedly discipline Work influential to Spirit Work employee through commitment organizational." **Proven.** So that can stated that There is influence in a manner No direct from discipline Work to Spirit Work employee with mediated by commitment organization. Will but on hypothesis testing Which to seven The results show that the influence is indirectly from work discipline on employee morale with organizational commitment as mediation greater than the direct effect of work discipline on morale Work employee.

Based on explanation on, a number of study earlier in line with this research. As was done by Maharani Fathia, Suharto, Ahmad Sodikin on year 2018 with title " *Effects of leadership and discipline on employee performance through employee organization commitment Bank West Java Banten (BJB)"* Which explain that discipline Work And commitment organization directly and indirectly affect morale employee. And the regression estimation results show the predictive ability of all variable independent the to Spirit Work employee (Y) by 44.1%. And lastly, the findings confirm that work discipline has significant positive effect on *Organizational commitment* . these findings expected to provide useful advice for management in the sector higher education to increase organizational commitment among employees. Study other Which done by Olukunle S. (2015) with title " *literature review on work environment and staff commitment in campus communities"* aims to examine how the influence of work discipline on morale their work, and in this study there are also intervening variables namely commitment. The results of this study are that there are significant results that discipline Work own influence to Spirit Work employee through organizational commitment.

Subsequent research conducted by Dr. Usha Tiwari (2014) which title " *Study shows the employees morale and its impacts on employees efficiency at. Jaypee Cement Plant Rewa"* explains How influence from human resource practices (including the discipline Work) to Spirit Work employee through commitment organization. And results of this study shows this study has concluded with a lot results, And Wrong One results Which most important is that, There is connection positive between policy management source Power man And Spirit Work employee. The next research was conducted by Jack Henry Syauta with the title *The influence of organizational culture, organizational Commitment to Job Satisfaction and Employee performance* (*Study at Municipal Waterworks of* Jayapura, Papuan Indonesia). This research aims to analyze And disclose influence discipline Work, commitment organization, culture And organization to

performance employee in a manner direct or No direct to performance work. The result show that culture organization placement Work No influential direct to performance employee. Cultureorganization can influence performance If mediated by satisfaction Work.

Whereas discipline Work influential significant to Spirit Work employee Good in a manner direct nor No direct through commitment organization.

CONCLUSION AND SUGGESTION

Conclusion

1) There is a positive and significant influence between work placement on Spirit Work employee Which showed with t-statistics $3,563 > 1.96$. Matter the shows that hypothesis 1 is accepted.

2) There is influence positive And significant between discipline Work to Spirit Work employee Which showed with t-statistics $1,995 > 1.96$. Matter the shows that hypothesis 2 is accepted.

3) There is a positive and significant influence between work placement on organizational commitment shown by t-statistic $2.619 > 1.96$. That matter showing hypothesis 3 is accepted.

4) There is influence positive And significant between discipline Work to organizational commitment shown by t-statistic $6.242 > 1.96$. That matter showing hypothesis 4 is accepted.

5) There is a positive and significant influence between organizational commitment to Spirit Work employee Which showed with t-statistics $3,050 > 1.96$. Matterthe shows that hypothesis 5 is accepted.

6) Organizational commitment does not mediate the effect of job placement on employee morale, indicated by the t-statistic of $1.939 < 1.96$. Matter the showing hypothesis 6 rejected. Commitment organization No mediate job placements to Spirit Work employee

7) Organizational commitment mediates the effect of work discipline on morale employee work, indicated by the t-statistic of $2.750 > 1.96$. That matter showing hypothesis 7 is accepted.

Suggestion

A. For Mercuryn Hotel Banjarmasin employee

1. Employees are expected to be able to have a sense of engagement in workin company

2. Employee expected can more obey rule Which apply

3. Employee expected own commitment Which tall to company. So that Spirit Work employee Also will increase.

B. For Leader and Party Hotel Mercury Banjarmasin a

1. Leaders and organizations are expected to create programs that capable For put employee in accordance with *skills* And ability, so that employees feel comfortable when working atcompany.

2. Leader And organization expected can give example disciplineWork Which Good, until employee can more obey regulation Whichapply.

C. For Study Furthermore

1. Future research is expected to conduct research that focuses on employee morale and whether there is a correlation between spirit at work with performance employee

2. Study furthermore expected can explain more in regarding work engagement and can explain the factors that own influence to attachment Work Which No there is onstudy This

3. Study furthermore expected can explain more in about discipline Work And can explain factors Whichhave an influence on work discipline that is not found in study This.

4. Future research is expected to use a sample sizeWhich big And own level complexity respondent Which tall, because the greater the number and level of complexity, the value statistics research will be more accurate.

5. It is hoped that further research is expected to be directly involvedin agency activity.

6. It is hoped that further research will add variables such as characteristics culture organization, satisfaction Work, stressed Work, conflict management so it's not just job placement, discipline Work and organizational commitment alone.

7. It is hoped that further research will increase the object of research to all offices or related agencies in order to obtain conditions results Work Which truly representative.

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