

THE INFLUENCE OF LEADERSHIP AND WORK DISCIPLINE ON EMPLOYEE PERFORMANCE AT THE SUB-DISTRICT OFFICE

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Abstract

Objective study This is For know influence leadership to performance employee , discipline Work to performance employee as well as For know influence leadership and discipline Work in a manner simultaneous to performance employee at the District Head Office . Study This is carried out at the District Head Office , p This aim For know performance civil servants at the District Head Office . For population and sample researcher take whole Main employees at the Raya sub-district office, totaling 30 respondents. Leadership own influence positive on the Performance of Employees of the Raya District Office . reality This proven with statistical test results Where t_{table} value of 0.05 compared with t value count For variable leadership 9.019. Comparison results the showing that $t_{count} > t_{table}$ ie $9.019 > 0.05$ then H_0 is rejected and H_a is accepted . Discipline Work own influence negative to performance Office Employee District Head . Reality This proven with Where are the statistical test results t_{table} value of 0.05 compared with t value count For variable discipline work -0.274. Comparison results the showing that $t_{count} > t_{table}$ namely -0.274 > 0.05 then H_0 is rejected and H_a is accepted. Results from study This conclude that in a manner partial , variable leadership No significant to performance employee . Different with variable discipline influential work _ significant to performance District Head Office Officer . kindly simultaneously , leadership and discipline Work influential on employee performance .

Keywords : _ Leadership , discipline work , performance employee .

INTRODUCTION

Background Behind Problem

Every organization both country and private leadership always effect on performance employee , style a leader is one _ reject measuring for forward and backward A organization the . According to Moftah Thoha (2010:49) found that leadership is norm behavior used by a person when that person _ try influence behavior used by a person when that person _ try influence other people's behavior or subordinate . Performance is something performance or level individual success _ _ _ or something organization in carry out work on one period certain .

Indicator success somebody leader is the success of its employees in finish task and carry out not quite enough answer given , and p This foam separated with motivation For Work more productive lies within _ employee That alone , however No regardless of influence leadership , where successful leader _ give example will create something moving situation _ behavior employee to possible goals _ give fulfillment needs and their satisfaction. Development in the sub-district is internal part of development national with give principle autonomy area and its settings , improve resource national with give chance for enhancement democracy and performance government district , increase Power use and

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results To use for administration government , implementation development and service to service to society .

With exists discipline employee will reflect magnitude not quite enough answer somebody to assigned tasks _ to him . it _ will push excitement work , spirit work and realization purpose . The Camat Raya office is very important For increase discipline , because leader as responsible party _ answer in office camat can give motivating , guiding , moving , influencing or control thoughts , feelings , or Act in demand his attendant For reach objective office camat has set before .

Discipline Work need attention somebody leader Where He must know education , time or character , behavior behavior , appearance , needs , wants , boredom , fatigue work , circumstances environment and experience Work employee . Leader must can select and recognize objective organization office the district head who needs it employees who are nimble , disciplined and skilled in carry out job , as well understand objective organization or office camat .

Objective Study

1. For know influence leadership to performance employee at the District Head Office .
2. For know influence discipline Work to performance employee at the District Head Office .
3. For know influence leadership and discipline Work to performance employee at the District Head Office .

LITERATURE REVIEW

Leadership

Understanding Leadership

Effective leadership _ will be very supportive continuity life and success something organization The problem in question in leadership is until Where leader 's abilities __ For support business company in achievement purpose . Value a leader no determined achieved results _ in a manner personal but by ability For reach results from the people who are under leadership , and until Where effect made _ to related people __ with him .

According to Thoha in Ardana , et. at (2011), leader is someone who has ability lead It means own ability For influence other people's behavior . Leadership is a process where leader / leader can influence his subordinates , so that his subordinates the Want to do what the leadership wants _ leader the Leadership is Power For move people and self Alone going to something objective or dream / vision certain , as well Power For transform moving community . _ Leadership is too activity influence other people so _ they can

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Work The same reach desired destination _ Leadership hold role important in influence other people so that other people Want to Work The same For reach goals that have been set Whereas following This a number of expert opinion _ about definition leadership :

Function Leadership

According to Ardana , et. al (2011), Approach behavior discuss orientation or identification leader . Aspect First approach behavior leadership emphasizes the functions performed _ leader the group . So that the group walk with effective , someone must carry out two functions main , namely :

1. Related functions _ with task (*task related*) or solving problem .
2. Functions maintenance group (*group maintenance*) or social . Function First regarding solutions _ information and opinion . Function second covers all something that can help group walk more smooth , agreed group another , mediation opinion and so on .

Miscellaneous discipline Work

According to Handoko (2001:208-211) exists three type Discipline presented _ namely :

1. Discipline preventive

Discipline preventive is activities carried out For encourage employees to follow suit various standards and rules , so deviation can prevented. Target the main thing is is For push discipline self among employees . _ With method That 's employees guard discipline from they No solely Because forced to management . As for the rules like : attendance , use of working hours , provisions time , completion job .

2. Discipline corrective

Discipline corrective is activities taken _ For about violation to rules and try For avoid violations more useful further _ in disciplining corrective .

- a. Warning firstwith communicate all regulation to employee .
- b. I agree Possible discipline set so employee can understand connection the events that happened employee .
- c. Consistent namely the employees who do same error _ so should given appropriate sanctions _ with their mistake _ make .
- d. No have a character personal It means action disciplining This No looked individually however _ everyone who violates will imposed applicable sanctions _ for office camat .

3. Discipline progressive

Discipline progressive means give more penalties _ heavy to repeat customers . _ The goal is give agreement to employee For take action corrective before more penalties _ Serious done . As for the steps give punishment progressive is warning word of mouth , warning written , suspension and dismissal .

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Employee Performance

In framework organization there is connection between performance individually (*individual performance*) with performance organization (*organizational performance*). Something organization government nor private big nor small in reach goals that have been set must through people - driven activities _ active group of people role as doer , in other words achievement objective organization only possible Because exists efforts made by insiders _ organization the .

organizational performance will be determined by the elements employee Because That in measure performance something organization should be measured in appearance Work from employee there is a number of understanding from performance disclosed by several _ expert following this . According to Marwansyah (2012), performance or show Work is achievement or performance somebody regarding with assigned tasks _ to him . As for understanding performance according to Rivai , et al (2005), performance is results or level success somebody in a manner whole during period certain inside _ carry out task compared to with various likely , like standard results work , target or target or criteria that have determined especially before and have agreed together . According to Gilbert deep Notoatmodjo (2009), performance is what can _ done by someone in accordance with duties and functions .

Based on understanding performance from a number of opinion experts above , can _ interpreted that performance employee tightly relation with results work somebody in something organization , result work the can concerns quality , quantity and accuracy time . employee performance No only influenced by ability and expertise in work , but also heavily influenced by passion it works .

RESEARCH METHODS

Type Study

Type study This is quantitative , that is collect , process , simplify , present and analyze data _ quantitative (numbers) and in a manner descriptive (description sentence) in order to get give clear picture _ about the problem under study ie Leadership And Discipline Work Against the Performance of Employees at the Office of the District Head .

Place and Time of Research

Study This conducted at the District Office Pematang Raya, Jln Simandamei Regency Simalungun study This done from April to July 2021 to with done .

Population

Population and sample needed in A study For collect data from the variables studied . Population is the generalization area it comprises above : object / subject that has quality and characteristics specified by the researcher _ For studied and then pulled conclusion (Sugiyono , 2005). Population study This is whole employee service education of 30

people.

Sample

Sample is part from A considered population _ can represent from population the . According to Sugiyono (2005:77), sample is part from the number and characteristics possessed by the population . Based on sources of data obtained by researchers from the District Head Office there is variation characteristics possessed by the District Office Employees Great Barrier . Therefore _ researcher use technique determination sample with Non- Probability Sampling method is technique taking sample not selected _ in a manner random . Element selected population _ become sample can be caused Because other factors before Already planned by researchers . Non-Probability Saturation

RESULTS AND DISCUSSION

In study This the type of data used is quantitative data and is in the form of the information obtained through deployment questionnaire in a manner direct to employees of the District Head Office , and quantitative data namely the data obtained form possible numbers _ counted amount employee .

Analysis Descriptive and Calculation of X and Y Variable Scores

1. Analysis descriptive variable leadership (X1)

Analysis descriptive answer respondent about variable planning Work based on answers respondent on existing statements _ in distributed questionnaires . _ Response respondent to variable planning work , got seen in the table following .

Table 4.4. Distribution Answer Respondents Variable Leadership

No	Statement									A mount Sample		To tal
	5	%	4	%	3	%		%				
1	10	0.333	12	0.4	7	0.233		0.033			30	100%
2	15	0,5	7	0,233	8	0,266		-			30	100%
3	6	0,2	11	0,366	13	0,433		-			30	100%
4	13	0,433	9	0,3	8	0,266		-			30	100%

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5	13	0,433	7	0,233	10	0,333	-			30	100%
6	11	0,366	8	0,266	10	0,333	-			30	100%

Source : Data processed , 2021

Based on table above , can _ concluded that response respondent about variable discipline work at the District Head Office .

Validity and Reliability Test

Validity Test used For measure legitimate or valid or not something questionnaire . The criteria used For state an instrument is considered valid or worthy used in testing hypothesis if *corrected item-total correlation* is more big from 0.30.

Reliability Test

Reliability test used For know consistency tool measure , whether tool measuring can dependable For used more continue . Reliability test results in study This use coefficient *cronbach alpha* , where instrument says reliable If own coefficient *cronbach alpha* The same with 0.60 or more .

Based on results Questionnaire data processing in table 4.11 is obtained equality regression as following : $Y = 14.815 + 1.113 X_1 + 0.719 X_2$, meaning If Leadership up one unit so will increase leadership equal to 1.113 units , and if discipline Work One unit so will increase performance of 0.719 units , so can concluded that there is influence positive between leadership and discipline Work to performance at the District Head Office .

Discussion

Based on results research conducted _ with use equality multiple linear regression , illustrating circumstances applied leader _ have great influence _ to performance employee . This means that variable leadership have positive influence _ to performance employee . It means If leadership the more Good so performance employees will too increased , and seen from results questionnaire , it is known that variable leadership influence to performance mean office clerk _ _ ok . Highest average rating contained in the statement item " Superior I always own courage in carry out task tree that has entrusted to him ". this _ means that leader own ability good communicate _ towards his subordinates with stage meeting or meeting For discuss on - site problems _ work , so in agency the Can creation good and comfortable atmosphere . _ And the lowest average value contained in the item statements " Superior I capable researching level experience and motivation subordinate in carry out task ".

Simple Linear Regression Test

In part This done testing simple linear regression For analyze big influence leadership to performance employee at the District Head Office .

CLOSING

Conclusion

From the results analysis research that has researcher described above , then _ can taken conclusion as following :

1. Leadership own influence positive on the Performance of Employees of the Raya District Office . reality This proven with statistical test results Where mark t_{table} of 0.05 compared with mark t_{count} For variable leadership 9.019. Comparison results the showing that mark $t_{count} > t_{table}$ ie $9.019 > 0.05$ then H_0 is rejected and H_a is accepted .
2. Discipline Work own influence negative to performance employee office District Head . Reality This proven with statistical test results Where mark t_{table} of 0.05 compared with t value count For variable discipline work -0.274. Comparison results the showing that mark $t_{count} > t_{table}$ namely $-0.274 > 0.05$ then H_0 is rejected and H_a is accepted .
3. Leadership and discipline Work in a manner together _ _ it turns out own positive influence _ to performance employee .

Suggestion

1. Recommended to employees who work at the Raya Camat Office , especially on quality work , Adaptation and productivity in order to be more developed and improved again , so For in the future can become more ok .
2. Recommended to Leaders of the Head Office of the District Head in order to be able to give education and training to performance employee _ Still low , erect penalty for offending employee _ regulations , redistribute evaluation and assessment Work employee .

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