JurnalMantik
Volume 4, Number 4, Feb 2021, pp. 2342-2347 E-ISSN 2685-4236
https://iocscience.org/ejournal/index.php/mantik

Leadership and Work Discipline on Employee Performance of PT. Indomas Tirta Kencana Abadi

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ARTICLEINFO

Article history:
Received: 01/12/2020
Revised: 10/12/2020
Accepted: 03/01/2021

Keywords:
Leadership, Work Discipline, Employee Performance

ABSTRACT

This study aims to determine the effect of leadership andwork discipline. This type of research is explanatory research. The entire population is 126 employees. Due to a large population, the sampling technique will be reduced by using the Slovin formula with an error tolerance level of 5% so that there are as many as 96 respondents in the study which will be distributed with questionnaires measured by a Likert scale. The data analysis used multiple linear regression analysis, and the coefficient of determination as well as simultaneous test, and partial test. The results showed that leadership and work discipline partially, andsimultaneously have a positive, and significant effect on employee performance. Based on the results of this study, the implications for management are to further improve the better leadership and work discipline.

1. Introduction

Nowadays, human resources in a company are increasingly being paid attention to in carrying out every activity, especially aimed at achieving the company's vision and mission. Actions to achieve the success of the objectives of each company's operational activity are determined by human resources who are part of the company. Every company needs human resources who can provide their best performance who can always be productive whenever needed and can provide the best quality work to the company and always on time carry out all activities that have been properly assigned.

PT. Indomas Tirta Kencana Abadi is a company engaged in the sale of diapers. The company's sales are getting better from year to year because there are still very few companies engaged in diapers so that the level of competition is not so tight. However, over time, companies and distributors of diaper, today have been found everywhere so that companies must be able to provide the best not only in terms of the products they market but also the performance of employees which can be influenced by several factors such as leadership who supervises performance so that employees can also continue to be disciplined and give their best.

There are many aspects of the achievement of organizational goals that are important in its fulfillment, which includes elements of leadership or leaders. Existing employees if not managed properly will not be able to achieve the goals set by the company. Therefore, leaders must be able to manage human resources and each leader has a different leadership method in achieving company goals. Leadership is also said to be the process of directing and influencing activities related to employee work. Leadership is a way for a leader to influence his subordinates so that they can work together and work effectively according to the standard working rules that have been set. In addition to leadership from a leader to provide direction to subordinates, good and firm leadership will also affect the performance of an employee because of direct supervision by a leader.

Discipline shows a condition or attitude of respect that exists in employees towards the rules and regulations that have been determined by the company. To improve the quality of human resources, companies must have good management of their employees. Such management should be supported by employee discipline in following the rules or human resource development and management programs that have been stipulated in company policies. Without discipline, the company will not be able to run well either. For this reason, company management should pay attention to employee discipline.

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2. Research Method

2.1 Location, and Time

This research will be conducted at PT. Indomas Tirta Kencana Abadi, located in Letda Sujono street No. 148, Medan Tembung. The research time is planned from June 2020 to December 2020.

2.2 Population and Sample

The population is all the employees who work for the company as much as 126 employees. Because the total population used is as much as 126 employees, the population will be reduced by using the Slovin formula with a 95% confidence level, andtolerance of 5%. Then it can be seen that the number of samples in this study is as many as 96 employees.

2.3 Data Collection Method

Collecting data through a questionnaire is done by asking questions to parties related to the problem under study. To assess respondents' responses, the author uses the Likert scale which uses several question items to measure individual behavior by responding to 5 choice points on each item.

2.4 Validity, and Reliability Test

The data obtained needs to be tested for its accuracy, and reliability so that the results of data processing can be more precise, and accurate. Therefore, it is necessary to know how high the validity, and reliability of the measuring instrument (instrument) used.

Based on the research, each variable of the questionnaire item that was tested for validity, all the questionnaires had met the valid criteriaand were eligible to be used as a questionnaire in further research. While in a reliability test, all variable questionnaire item is reliableand can be used as a research instrument.

3. Research, and Analysis

3.1 Normality Test

The residual normality test is used to test whether the residual value resulting from the regression is normally distributed or not. A good regression model is to have residuals that are normally distributed.

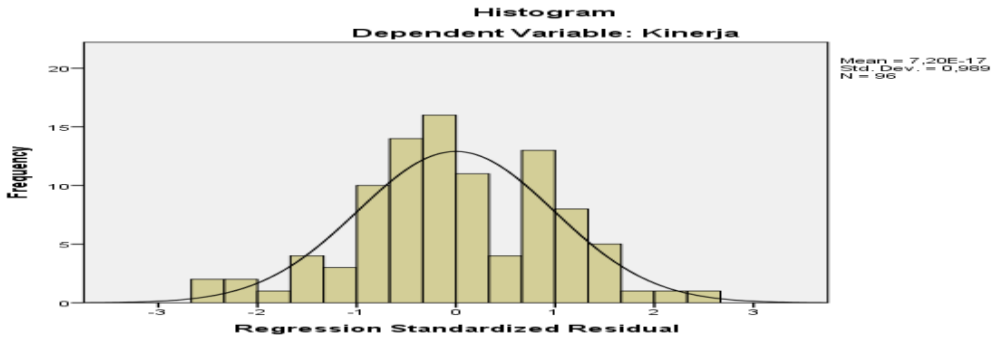

Fig 1 Histogram Graphic

Based on the picture above, it can be seen that the line forming a bell, not going left or right. This shows that the data is normally distributed, and meets the assumptions of normality.

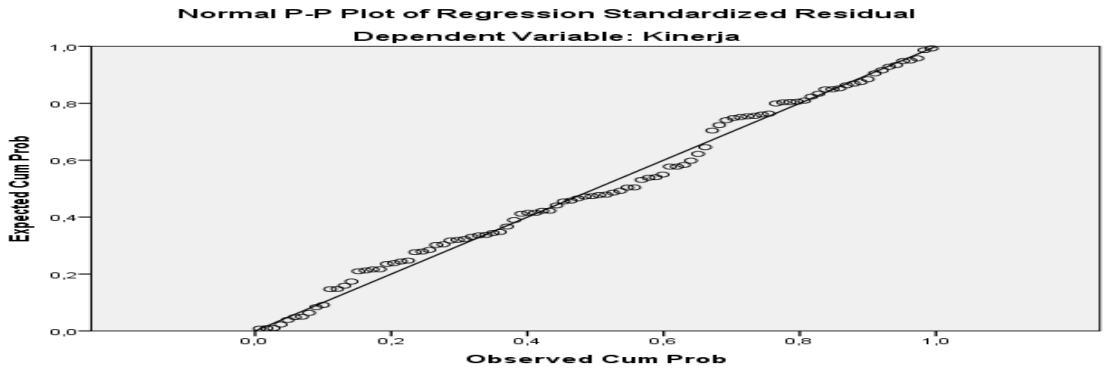

Fig 2 Normal Probability Plot of Regression Graphic

Based on the picture above, it shows that the data (dots) spread around the diagonal line, and follows the diagonal line. So from this Fig, it is concluded that the regression model residuals are normally distributed.

Table 1
One-Sample Kolmogorov Smirnov Test

		Unstandardized Residual
N		96
Normal Parameters[a,b]	Mean	,0000000
	Std. Deviation	3,08717515
Most Extreme Differences	Absolute	,061
	Positive	,058
	Negative	-,061
Kolmogorov-Smirnov Z		,602
Asymp. Sig. (2-tailed)		,862

a. Test distribution is Normal.
b. Calculated from data.

Based on the table above, the results of the Kolmogorov-Smirnov normality test prove that the significant value is greater than 0.05, namely 0.862, it can be concluded that the data is classified as normally distributed.

3.2 Multicollinearity Test

Multicollinearity is a condition in the regression model where there is a perfect or near-perfect correlation between independent variables where a good regression model should not have a perfect or nearly perfect correlation between the independent variables.

The commonly used test method is to look at the Tolerance, and Variance Inflation Factor (VIF) values in the regression model where the VIF value is less than 10, and has a Tolerance value of more than 0.1.

Table 2
Multicollinearity Test

Model		Collinearity Statistics	
		Tolerance	VIF
1	(Constant)		
	Leadership	,428	2,335
	Work Discipline	,428	2,335

a. Dependent Variable: Employee Performance
Source: Research Result, 2020

Based on the table above, the test shows that all the variables have a tolerance value of more than 0.1, and VIF value less than 10 which can be concluded that there is no problem found in the multicollinearity test.

3.3 HeteroscedasticityTest

Heteroscedasticity is a condition wherein the regression model there is an inequality of variants from the residuals from one observation to another where a good regression model does not occur heteroscedasticity.

Various kinds of heteroscedasticity test, such as the Scatterplots test, which is done by looking at the pattern points on the graph that spreads randomly, and is not in the form of a pattern on the graph, it is stated that there is no heteroscedasticity problemand the Glejser test where if it is significant above 0.05 then it is stated that there is no problem in heteroscedasticity.

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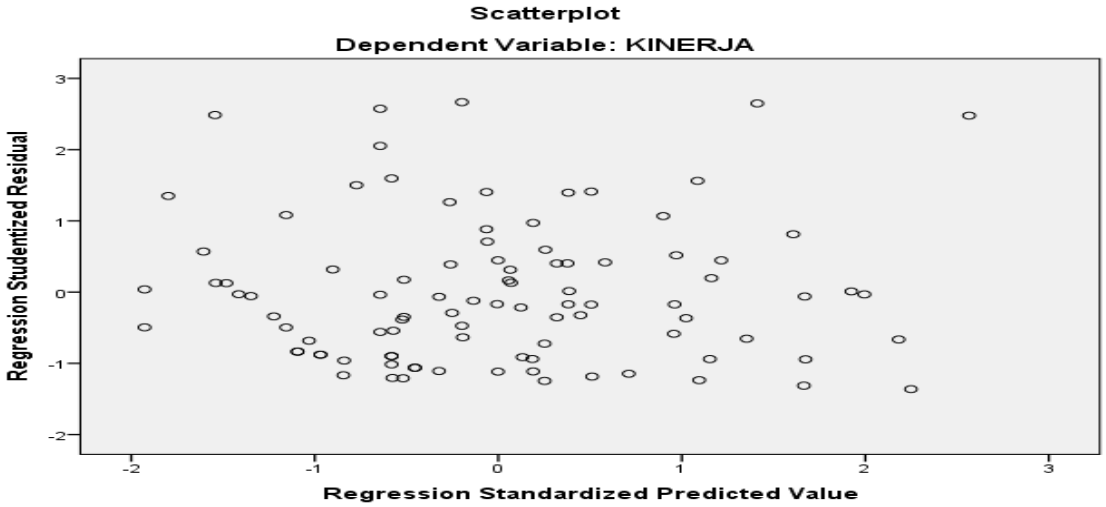

Fig 3 Scatterplot Graphic

Based on the scatterplot graph presented, it can be seen that the dots spread r, andomly, and do not form a clear pattern, and are spread either above or below zero on the Y-axis.This means that there is no heteroscedasticity in the regression model, so the regression model can be used to predict performance based on the input of the independent variable.

Table 3
Glejser Test

Model		Unstandardized Coefficients		Standardized Coefficients		
		B	Std. Error	Beta	t	Sig.
1	(Constant)	2,897	1,371		2,113	,037
	Leadership	,026	,071	,057	,363	,717
	Work Discipline	-,043	,066	-,103	-,651	,517

a. Dependent Variable: Employee Performance
Source: Research Result, 2020

Based on the table above, it can be seen that the level of significance of each variable is greater than 0.05. From the calculation results, and the level of significance above, it is not found that there is heteroscedasticity.

3.4 Multiple Linear Regression Analysis

Multiple regression analysis is an analysis to determine whether there is a partially or simultaneously significant influence between two or more independent variables on one independent variable.

Table 4
Multiple Linear Regression Analysis Test

Model		Unstandardized Coefficients		Standardized Coefficients
		B	Std. Error	Beta
1	(Constant)	10,338	2,218	
	Leadership	,434	,115	,375
	Work Discipline	,492	,107	,456

a. Dependent Variable: Employee Performance
Source: Research Result, 2020

$$Employee\ Performance = 10{,}338 + 0{,}434\ Leadership + 0{,}492\ Work\ Discipline \quad (1)$$

Based on the above equation, then: Constant (a) = 10.338. This means that if the independent variable, namely leadership and work discipline are 0, then employee performance is 10.338. Where if there is an improvement in leadership, there will be an increase in employee performance by 0.434. Likewise with training where if there is an improvement in work discipline, employee performance will increase by 0.492.

3.5 Coefficient Determination

Analysis of determination or also called R Square symbolized by R^2 is used to determine the magnitude of the influence of the independent variable (X) together on the dependent variable (Y) where the smaller the coefficient of determination, this means the effect of the independent variable (X) on the dependent variable

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(Y) is getting weaker. Conversely, if the coefficient of determination is closer to number 1, then the effect of the independent variable on the dependent variable is getting stronger.

Thus, if the coefficient determination is 0, this indicates that there is no percentage contribution of influence given by the independent variable to the dependent variable. However, if the coefficient of determination is 1, then there is a contribution that the independent variable gives to the dependent variable is perfect.

Table 4
Coefficient Determination Test

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,779[a]	,606	,598	3,120

a. Predictors: (Constant), Work Discipline, Leadership
b. Dependent Variable: Employee Performance

Based on the table above, the value of the R Square coefficient of determination is 0.606. This shows that the variable ability of leadership and work discipline explains the effect on employee performance by 60,6%. While the remaining 39,4% is the effectby other independent variables not examined in this study such as conflict, stress, compensation, motivation, and others factor.

3.6 Simultaneous Hypothesis Test (F Test)

F test or regression coefficient test is used to determine whether simultaneously the independent variable has a significant effect on the dependent variable. In this case, to find out whether simultaneously the independent variable has a significant effect on the dependent variable or not. The test uses a significance level of 5%.

The criteria for evaluating the hypothesis in this F test are:

H_0 Accepted if: F-count<F-table

H_α Accepted if: F-count> F-table

Table 5
ANOVA Test

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	1395,328	2	697,664	71,661	,000[a]
	Residual	905,412	93	9,736		
	Total	2300,740	95			

a. Predictors: (Constant), Work Discipline, Leadership
b. Dependent Variable: Employee Performance

Based on the table above, it is found that the value of F-table(3.09), and significant α = 5% (0.05), namely F-count (71.661), and sig.a (0.000a). This indicates that the results of the study accept Ha, and reject H0. A comparison between F-countand F-table can prove that simultaneously leadership and work discipline have a positive, and significant effect on employee performance.

3.7 Partially Hypothesis Test (t-Test)

The t-test or partial regression coefficient test is used to determine whether partially the independent variable has a significant effect on the dependent variable or not. In this case, to find out whether partially the independent variable has a significant effect on the dependent variable or not. The test uses a significance level of 0.05, and a two-sided test.The criteria for evaluating the hypothesis are:

H_0 Accepted if: t-count < t-table

H_α Accepted if: t-count > t-table

Table 6
Coefficient Test

Model		t	Sig.
1	(Constant)	4,661	,000
	Leadership	3,768	,000
	Work Discipline	4,587	,000

a. Dependent Variable: Employee Performance
Source: Research Result, 2020

Based on the table above, it can be concluded that leadership and work discipline partially have a positive, and significant effect on employee performance which can be seen at the t-count is greater than t-table (1,985), and the significant is less than 0,05.

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4. Conclusion

Based on the results of this study, it can be concluded several things such as:

a. The results of the t-test, and the F-test state that both partially, and simultaneously the variables of leadership and work discipline have a positive, and significant effect on employee performance.
b. The results showed that the variable leadership and work discipline explained the effect on performance by 60,6%. While the remaining 39,4% is the effect by other independent variables not examined in this study such as conflict, stress, compensation, motivation, and others factor.

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