



The Effect Of Integrity And Loyalty On Policy Leaders At Pt Asda Perkepunan Aek Buru South

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ABSTRACT

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This study aims to determine and analyze the effect of partial integrity and loyalty on leadership policies at PT. South Aek Buru Plantation Asda. The population in this study were employees of PT. South Aek Buru Plantation Asda, totaling 78 employees, its mean population as a sample. The collecting data used questionnaire and observations. The research method used is descriptive analysis method, classical assumption test, multiple linear regression analysis, t test, F test and coefficient of determination test (R²).

Based on the assurance coefficient test, it shows that R square 0.949 indicates that about 94.9% of the variation in the reliable variable (approach) can be explained by honor and devotion factors and the remaining 5.1% is affected. Based on the results of the fractional test (t test), this tends to be reasonable that honesty has no significant effect on the initiative approach because the value of tcount (1.170) > table (1.991) is 0.245 < 0.05. Meanwhile, persistence affects the authority's strategy because the value of tcount (38.021) > table (1.991) with a large value of 0.000 < 0.05. Considering the consequences of the F test, it tends to be concluded that the honor and reliability factors together significantly affect the regulatory authority.

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1. Introduction

The company is one of the organizations that aims to achieve as much profit as possible by using the existing production factors. In processing the factors of production, it takes expertise for leaders to improve the quality of employees so that they can be utilized efficiently and effectively. Every company in carrying out an activity or activities certainly cannot be separated from the role of employees, because employees are central figures in organizations and companies. In order for the company's activities to run well, the company must have employees with good integrity and loyalty to manage the company as optimally as possible so that the company's productivity will increase. In various fields, especially organizational life, the human factor is the main problem in every activity in it.

The achievement or achievement of an association in achieving these goals is influenced by the agent who has obligations and does good work for the association. Execution and commitment is the workplace of the individual. The goals to be achieved will be easier with the commitment of a specialist. So a pioneer can provide a reasonable way to deal with his workers. Depictions require a strong methodology within an association in order to survive, without harming one another. Respectability is consistency and unwavering ingenuity in maintaining quality and respectable beliefs that demonstrate consistency between activities and values and standards. Organizations really need workers who have high honesty. With a representative like this, a pioneer can easily supervise and mobilize workers accordingly organization goals. Make a reasonable strategy, give confidence to employees in carrying out their obligations and duties. In an organization, one of the determining variables in improving employee performance is representative job loyalty. Every organization needs to have a high dependence in



completing its work. However, to develop devotion is not easy where loyalty only finds its place with representatives who are proficient in accomplishing their duties.

Loyalty is a psychological disposition that is reflected in the mentality of loyalty that arises or is given to individuals or foundations. Workers who have a reliable attitude are highly valued by the organization because their representatives really need workers who are dependent on the suitability of the organization in deciding the progress and setbacks of the organization in the future. If the employee does not have an attitude of integrity and loyalty to the organization, at that time the representative does not have the spirit to work ideally and tends not to have commands and duties related to the obligations allocated by his superiors. Low trust and dependence will have a negative impact on regulatory authority. The arrangements taken in determining the choice must of course be based on a work evaluation assessment that is based on the values of honesty and persistence possessed by each worker. In order to have the option to keep up with any current turn of events and achieve organizational goals, it is important to have respect and determination driven by employees. A pioneer should also have the option to build a decent job title to make a capable and self-qualified job in his representative. The creation of honesty and reliability positively influences the choices and arrangements taken by the initiative in completing tasks to achieve organizational goals.

Authority is the capacity and ability of an individual when filling a position as an innovator in an association or organization to influence the behavior of others, especially subordinates to think and act so that they can make a sincere commitment to achieving organizational goals. A pioneer is someone who can influence people and gatherings to work together to achieve predetermined goals. The task of a pioneer, which is vital and significant for the achievement of mission, vision, and goals, is one of the thought processes that drives individuals to consistently examine the intricate details of administrative dynamics. Therefore, the leadership style is one of the ways for a pioneer to move his subordinates in completing all work exercises appropriately and ideally. Together for the authority approach to work properly, respect and dedication from workers is essential. It is proposed to achieve organizational goals.

PT. Asda (Arsyad Hamida) South Aek Buru plantation is a company engaged in oil palm plantations located in South Aek Buru Village, Labuhan Batu Regency which was established in 1961. In the company, employees who have high integrity and loyalty are needed because of the loyalty that exists. If the number of employees is high, then employees can work according to the resources provided by the company and can improve the quality of work. In this phenomenon the researchers found the phenomenon of problems that occur in PT. Asda Perkebunan Aek Buru Selatan related to the integrity of the researchers found a problem that occurred in this organization, where work orders that had been given by the administration as a business could not be carried out as expected. Inaccuracy in the schedule in carrying out various tasks often occurs in organizational representatives so that the goals that must be achieved by the organization run poorly. Apart from that, the authors found that in terms of loyalty, the authors found where there was a lack of sense of having a work responsibility towards the company. Responsibility basically occurs because of awareness of intentional or unintentional behavior and actions. With work responsibilities a leader can give confidence to his employees. So that a leader provides policies that can have a negative effect on employees who do not have work responsibilities. However, in this case the authors rediscovered, the main factor causing employees to have low loyalty and integrity due to a less conducive environment, lack of closeness between leaders and subordinates and a lack of sense of belonging to the company in employees. full responsibility for the tasks to be achieved by the company. The cause of the above problems, the company will experience a decrease in productivity.

This research is supported by previous research by (Sujianto, 2017), conducting a study entitled "The Effect of Employee Integrity and Loyalty on Leadership Policies in the Batu City Communication and Information Office" and (Aidil, 2017), conducting a study entitled "The Effect of Job Loyalty and Training Work on Increasing Work Productivity of Employees at the local water company (PDAM) Tirta Siak, Pekanbaru City ". Integrity has no significant effect on leadership policies. Because the integrity variable with a significant value of 0.245 this value is greater than 0.05. While Loyalty has a significant effect on leadership policies. Because the loyalty variable with a significant value of 0.000 this value is smaller than 0.05.

2. Method

This research is a type of quantitative research with a population of all employees of PT. Population according to Corper, Donald, R Schindler, Pamela S (Sugiyono, 2019) states that the population is all the elements that will be used as a generalization area. The population element is the whole subject to be measured which is the unit under study. According to Silaen (Silaen, 2018) revealed "quantitative research, namely quantitative methodology as a research procedure that produces data in the form of numbers and is generally analyzed using descriptive or inferential statistics". According to Sugiyono (Sugiyono, 2019) population is a generalization area consisting of objects/subjects that have certain quantities and characteristics determined by researchers to be studied and then draw conclusions. Based on this explanation, the population in this study amounted to 78 employees, which are described in the following table.

Section	Population
Manager	1
KTU	4
Assistant	1
public relations	1
Office Admin	6
General/ Health	2
head of Warehouse	4
chief mechanic	5
Harvest foreman	9
Maintenance Foreman	5
Heavy Equipment Foreman	7
driver	4
Heavy Equipment Operator	5
Production Section	10
Security	14

The sample according to Sugiyono (Sugiyono, 2018) is part of the number and characteristics possessed by the population. While the sample size is a step to determine the size of the sample taken in carrying out a study. Meanwhile, according to Arikunto (2019:104) if the population is less than 100 people, then the total sample is taken as a whole, but if the population is greater than 100, then 10-15% or 20-25% of the population can be taken.

2.1 Dependent Variable

Leadership is the ability of a process of ability to influence group activities to achieve common goals (Ansory, 2018). Leadership style is a set of characteristics used by leaders to influence their employees so that organizational goals are achieved or can also be said to be patterns of behavior and strategies applied by a leader. (Zainal, 2017). Another understanding suggests that leadership style is a way how a leader is able to influence followers to voluntarily want to take various joint actions ordered by the leader without feeling that he is being pressured in order to achieve organizational goals (Busro, 2018).

2.2 Independent Variable (Independent Variable)

a. Integrity (X1)

Integrity is the mindset, attitude of the soul, and the movement of one's conscience which is manifested in words, actions and behavior: honest, consistent, committed, objective, courageous and ready to accept risks, as well as discipline and responsibility (Y. efrianti, Y. rabeta, 2020).

b. Loyalty (X2)

According to Shaq (2014) in (Kolonio, 2019) says loyalty is a process, at the end of the process, satisfaction has an effect on perceived quality, which can have an impact on loyalty and intentions for certain behaviors of a customer. According to (Sugiyono, 2018) quantitative data is a research method based on positivistic (concrete data), research data in the form of numbers that will be measured using statistics as a calculation test tool, related to the problem being studied to produce a conclusion. The positivistic philosophy is used on a particular population or sample. Loyalty is a measure to see whether an employee has a strong commitment or not to the company organization. (Widhhiastuti.Hardani, 2012).



The type of data in this study is quantitative data and qualitative data, quantitative data is data obtained from companies in the form of written numbers or numbers. While qualitative data is data sourced from the company in verbal form (information verbally and in writing) such as a brief description of the company, organizational structure and description of the object of research.

2.3 Data collection technique

The various information strategies used to obtain important information are solved by:

- a. Field research.
In particular, further exploration is completed in greater depth by paying close attention to the test subject.
- b. Observation (Observation)
Namely, specifically the method of gathering information by mentioning observable facts
- c. List of questions (Questioner)
Questionnaire is a data collection technique by giving a set of questions or written statements to respondents to answer (Sugiyono, 2017). By using a Likert scale in the form of a checklist, where each question has 5 options, namely:

No	Statement	Score
1	Strongly Agree	5
2	Agree	4
3	Indecisive	3
4	Disagree	2
5	Strongly Disagree	1

2.4 Validity test

According to (Ghozali, 2018), the validity test is used to determine whether or not a research questionnaire is valid. A questionnaire is said to be valid if the questions in the questionnaire are able to reveal something that will be measured by the questionnaire. The validity test is carried out by comparing the calculated r value with the r table value for degree of freedom (df) = n-2, in this case n is the number of samples.

2.5 Research Instrument Test

The exploration instrument according to Ibnu Hadjar (Hardani, 2020) is an estimation tool used to obtain quantitative data about the diversity of variable attributes impartially. The examination instrument was used to measure the value of the variables studied. Thus the number of instruments used for exploration will depend on the quantity of factors to be examined. Because at the fundamental level, exploration is taking estimates, a proper estimation instrument is needed. Estimation instruments in research are usually called research instruments. So the research instrument is a tool used to measure the observed natural and social phenomena (Sugiyono, 2017). The instrument used in this research is by giving a set of questions or a written statement to the respondent to answer which is called a questionnaire/questionnaire. Respondents were asked to provide answers in the questionnaire by placing a checklist (√) in the answer column.

2.6 Multiple Regression Analysis

According to (Sugiyono, 2017) multiple linear regression analysis is used by researchers, if the researcher predicts how the ups and downs of the dependent variable (criteria), if two or more independent variables as predictor factors increase and decrease in value (manipulated). According to (Priyatno, 2018). Multiple linear regression analysis was conducted to determine the linear effect between two or more independent variables with one dependent variable in a regression model which in this study is to determine the effect of Integrity (X1) and Loyalty (X2) on Policy Leader (Y) with the following formula:

$$Y = \alpha + \beta_1 X_1 + \beta_2 X_2 + e$$

Y	:	Employee Work Spirit
α	:	Constant
β_1	:	Coefficient X1
β_2	:	Coefficient X2
X1	:	Interpersonal Communication
X2	:	Leadership Style

e : Standard error

3. Results And Discussion

3.1 Descriptive Analysis

Descriptive analysis is one of the examination techniques in an investigation, through which information is organized and collected, then dissected to get an outline of the problems that exist. Classic assumption test

a. Multicollinearity test

Tabl 1
Coefficients^a

Model	Standardized Coefficients Beta	T	Sig.	Collinearity Statistics	
				Tolerance	VIF
1	(Constant)	3,254	,002	1,000	1,000
	integritas	3,238	,002	1,000	1,000
	loyalitas	-,051	,960	1,000	1,000

3.2 Multiple Linear Regression Analysis

Multiple linear regression analysis aims to determine the direction of influence of two or more independent variables on the dependent variable. The results of data processing with multiple linear regression analysis can be seen in the following table:

Table 2
Multiple Linear Regression

Model	Unstandardized Coefficients		Standardized Coefficients Beta	t	Sig.
	B	Std. Error			
1	(Constant)	25,661	7,887	3,254	,002
	integritas	,494	,152	,350	3,238
	loyalitas	-,006	,120	-,006	-,051

a. Dependent Variable: policy

$$Y = 25,661 + 0,494X_1 + 0,006X_2 + e$$

The interpretation of the regression above is as follows:

- a. The constant is 25,661 which means that if there is no Loyalty and Integrity variable (constant) then the Leadership Policy is -25,661.
- b. The Integrity variable produces $\beta_2 = 0.494$, which means that for every 1 unit increase in the Integrity variable, the Leadership Policy will increase by 0.494 units assuming the other variables are fixed.
- c. Loyalty variable produces $\beta_1 = 0.006$, which means for every increase in Loyalty variable by 1 unit, the Leadership Policy will increase by 0.006 unit with the assumption that the other variables are fixed.

4. Conclusion

Based on the results of the analysis and discussion of information on the Impact of Firmness and Firmness on Administrative Arrangements at PT. Asda Perkebunan Aek Buru Selatan, the writer can conclude that Integrity has no significant effect on leadership policies. Because the integrity variable with a significant value of 0.245 this value is greater than 0.05 while t count is 1.170 and by using t table, it is obtained t table of 1.991, this indicates that t count < t table (1,170 < 1,991). Thus, integrity does not have a strong contribution to leadership policies. Loyalty has a significant effect on leadership policies. Because the loyalty variable with a significant value of 0.000 this value is smaller than 0.05 while t count is 38.021 and by using t table, it is obtained t table of 1.991, this shows that t count > t table (38.021 > 1.991). Thus, the loyalty factor has a strong contribution to leadership policies. Integrity and Loyalty at the same time significantly affect the arrangement of authority. Because it tends to be seen that the calculated F-value is 722.889, which is more prominent than f table 3.12 with sig 0.000 < 0.05.



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