

# The Influence of Leadership and Work Discipline on the Performance of Employees at the Lubuk Ulang Aling Tengah Village Head's Office

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## Abstract

This study examines the impact of leadership and work discipline on employee performance in the Lubuk Ulang Aling Tengah Village Head's Office, Sangir Batang Hari District, South Solok Regency. This investigation aims To ascertain leadership characteristics and Employee Performance at the Lubuk Ulang Aling Tengah Village Head Office, Sangir Batang Hari District, South Solok Regency. To assess the impact of leadership on employee performance at the Lubuk Ulang Aling Tengah Village Head Office, Sangir Batang Hari District, South Solok Regency. To determine the impact of work discipline on Eemployees'Pperformanceat, the Lubuk Ulang Aling Tengah Village Head Office, Sangir Batang Hari District, South Solok Regency. To assess the impact of Leadership and Work Discipline on the Performance of Employees at the Lubuk Ulang Aling Tengah Village Head Office, Sangir Batang Hari District, South Solok Regency. The data analysis employed Multiple Regression Analysis with the SPSS for Windows 23 software. Leadership did not substantially influence Performance in the Lubuk Ulang Aling Tengah Village Head Office. (3) Work Discipline did not significantly affect Performance at the Lubuk Ulang Aling Tengah Village Head Office. (4) Leadership and Work Discipline collectively had no significant impact on Work Discipline at the Office of the Head of the Village of Central Lubuk Ulang Aling.

**Keywords:** Leadership, Work Discipline, Performance



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## INTRODUCTION

In the current era of globalization, every organization must carry out dynamic changes. Therefore, every organization must be able to compete. One strategy is to have good human resources and be able to compete. Human resources are a significant factor in every business. This can be seen from six elements (6M): man, money, method, materials, machines, and market.

Although sophisticated tools have been created to help with work, the human resource factor cannot be eliminated for organizations and must be appropriately maintained. Organizations will retain employees who have good performance to support the business process. When employees are introduced into an organization, they bring with them a wide range of thoughts, feelings, statuses, desires, and backgrounds. This makes employee management extremely challenging and complicated. It is impossible to exert complete control on employees, such as machinery, capital, or buildings. In order to enhance the performance of employees, it is essential to establish achievement standards. These standards can be established by drafting statements that describe the conditions that are anticipated throughout the upcoming task. The first component that has the potential to influence the performance of employees is leadership.

Leadership style refers to strategies leaders implement to influence their employees and realize the organization's objectives (Jamali et al., 2022; Leigh et al., 2021). Differently, it is feasible to define a leader's leadership style as a pattern of approaches or activities that the leader favors and commonly employs. This is in contrast to the previous definition. To put it simply, the ideal leader can triumph over challenging obstacles by making use of the various innovations that are already in existence (Abu Nasra & Arar, 2020). The purpose of a competent leader is not to solve personal concerns but rather to assist others in reaching their goals (Purba et al., 2022).

According to Robbins & Judge (2017) Leadership is the capacity to influence a group of people to progress toward a predetermined objective or vision. Leadership is the main requirement for the survival and success of an organization. A leader must influence subordinates to act according to the company's vision, mission, and goals. Therefore, optimal performance is needed from these active participants (Anakpo et al., 2023).

Generally speaking, employees who are content with their managers are more likely to remain loyal to the organization (Qalati et al., 2022). The ability to manage individuals or groups to accomplish goals and boost employee engagement is a skill that leaders possess. As a result, how a leader operates is a critical component that determines individual employee performance. To achieve what is known as organizational commitment, which is a factor that increases employee productivity and loyalty, individuals must have goals that are congruent with the objectives of the firm. Employee discipline is one of the crucial aspects that needs special attention so that the hopes and goals of an organization can be achieved effectively and efficiently. Work discipline is an attitude that is necessary and needed by every element in the process to optimize performance and achieve an organization's or company's hopes and goals (Sutrisno, 2009). The application of disciplinary functions to each employee aims to improve employee performance.

Meanwhile, according to Rivai (2014), employee discipline is a component that management employs to interact with employees to encourage them to modify their deviant conduct, as well

as to maximize employee awareness and willingness to comply with applicable regulations within an organization. Work discipline must be understood and obeyed so that employees can follow all rules and policies regarding employment regulations or organizational policies that apply internally. The laws must be obeyed, written, and unwritten, and employees must carry out their superiors' orders properly (Brancourt et al., 2022). Having employees with a high level of discipline will undoubtedly significantly impact the company's development.

## **LITERATURE REVIEW**

### **Leadership**

According to Hasibuan (2014), Leadership is how a leader influences subordinates' behavior so they are willing to work productively to achieve organizational goals.

Leadership is an effort to realize organizational goals by combining the needs of followers to continue to grow and develop organizational goals and achieve a form of regularity in action patterns. Leadership can also be interpreted as inspiring all employees to work as well as possible to achieve the expected results. The literature review sections of the article represent an article's theoretical core. The objective of the literature review is going to be the topic of discussion in this part (Zaid et al., 2022). In addition, we will discuss the best way to look for relevant literature on which to construct a literature review and the organizational structure that should be used for this information. In conclusion, we will respond to four questions encountered by beginner researchers while conducting a literature review (Pratondo & Zaid, 2021).

### **Work Discipline**

According to Sutrisno (2009), work discipline is a strategy that managers use to communicate with employees to raise their willingness to change their behavior. It also increases awareness of and desire to observe all corporate standards and applicable social norms.

Discipline reflects a condition or attitude of appreciating and respecting the Company's rules and regulations (Ferdinandus, 2020). Thus, if the company's rules or regulations are ignored and often violated, then the employee is considered to have a poor discipline character. Work discipline is a much-needed attitude and deserves attention in every job done by each individual to optimize performance and achieve organizational goals (Anoraga, 2006).

It is possible to draw the conclusion that work discipline demonstrates a condition or attitude of respect in each individual with regard to the rules and regulations that are applicable, based on the opinions of numerous experts that were presented earlier. An attitude and conduct of obedience or compliance with appropriate written or unwritten standards is what we mean when we talk about work discipline or workplace discipline.

### **Performance**

Generally, performance is defined as achieving specific job requirements, which can be directly reflected in the output produced (Saban et al., 2020). The output produced is related to the results of implementing a job that is physical/material or non-physical/non-material. According to Abubakar et al., (2019), work and the results of that work and what to do and how to accomplish it are all aspects related to performance. Explanations of performance have also been provided

by Çetin & Aşkun (2018) competency is the capacity of an individual to carry out actions that contribute to the development of an organization's core competencies.

Employees work according to targets and work patterns that the organization has set to show the level of organizational performance in achieving its mission, vision, and goals (Febrianti & Wati, 2020). The success of an organization in achieving its goals depends on the ability and capacity of its human resources to maximize its organizational units (Chien et al., 2020).

## METHOD

This study uses a descriptive causative method. Because the research data are presented in numerical form and are analyzed through the use of statistics (Sugiyono, 2019), this study consists of three variables: leadership and discipline as independent variables (independent variables) and employee performance as dependent variables (dependent variables). The population in this study were all employees working at the Lubuk Ulang Aling Tengah Village Head Office, Sangir Batang Hari District, South Solok Regency. The sample taken was 40 respondents using the proportional random sampling technique. Several methods were used to obtain data as material in the study: questionnaires and interviews. The significant data that was utilized in this investigation was gathered through the use of questionnaires. A Likert scale was employed to compile the questionnaire. The method of data analysis that was used was called multiple linear regression, and the analytic tool that was used was SPSS. In the past, testing for validity and reliability was performed, and then testing for hypothesis, R-squared, and F was carried out.

## ANALYSIS AND DISCUSSION

### Gambaran Umum Responden

The number of respondents in this study was 40, consisting of the Lubuk Ulang Aling Tengah Village Government apparatus and the Lubuk Ulang Aling Tengah Village Institution. This study's characteristics were age, gender, and education. The following will discuss the conditions of each demographic classification of the respondents.

**Table 1.** Overview of Respondent Identity

Information	Respondent	Total	percentage
Gender	Male	12 people	30%
	Female	28 people	70%
	<b>Total</b>	<b>40 people</b>	<b>100%</b>
Age	20-30 years old	15	37,5%
	31-40 years old	13	32,5%
	≥ 40 years old	12	30%
	<b>Total</b>	<b>40</b>	<b>100%</b>
Education	Senior High School	27	67,5%
	Associate Degree (D3)	1	2,5%
	Associate Degree (D2)	0	0%
	Bachelor's Degree	12	30%
	<b>Total</b>	<b>40</b>	<b>100%</b>

Source: Primary data processed, 2024

From the table above, it can be seen that the male respondents in this study were 28 people or 70%, while those who were female were 12 people or 30%. This shows that male respondents are more dominant than female respondents. Based on age, it can also be seen that the respondents in this study aged 20-30 years were 15 people or 37.5%, those aged 31-40 years were 13 people or 32.5%, and those aged  $\geq 41$  years were 12 people or 30%. Meanwhile, based on the last education, it can be seen that the respondents in this study who had an bachelor's degree educational background were 12 people or 30%, those who had a associate degree (D3) educational background were 1 people or 2.5%, those who had a associate degree (D2) educational background were 0 people or 0%. Those with a senior high school educational background were 27 or 67.5%.

### Uji Validitas dan Reliabilitas

The questionnaire is valid if the questions and questionnaire reveal something that the questionnaire will measure. The method connects or correlates the scores obtained on each question item with the individual's total score. Question items (indicators) are valid if  $r_{count} > r_{table}$  and the significance level is less than 0.05.

Testing the reliability of the instrument can be done externally or internally. In this case, testing will be done through Internal Consistency, which is done by trying the instrument only once. The results of the analysis can be used to predict the reliability of the instrument. The method used to test the reliability of the questionnaire in this study is reliability with Cronbach's Alpha statistical test. The criteria for assessing the reliability test are as follows:

**Table 2.** Reliability Test Results

Variable	Cronbach's Alpha	Information
Leadership (X1)	0,876	Reliable
Work Discipline (X2)	0,871	Reliable
Performance (Y)	0,888	Reliable

Source: Primary data processed, 2024

The table above shows the Cronbach's Alpha value for the Leadership variable questionnaire of 0.876, Work discipline of 0.871, and Employee performance of 0.888. Therefore, It is possible to conclude that the statements in this questionnaire are trustworthy because Cronbach's Alpha score is more significant than 0.70. It is clear from this that every statement item can obtain consistent data. This indicates that if the statement is submitted once more, the response that is received will be very comparable to the answer that was obtained previously.

### Determination Coefficient Results ( $R^2$ )

The coefficient of determination, also known as  $R^2$ , is a statistical measure that estimates how much a model can account for the variation in a dependent variable. The coefficient of determination has a value that falls somewhere in the midpoint between 0 and 1. A low  $R^2$  value signifies that the independent factors have a restricted capacity to elucidate the variance in the dependent variable. A value approaching one means that the independent variables provide almost all the information necessary to predict the dependent variable. The R-squared value is

0.118. This figure can be utilized to assess the extent of the impact of Leadership and Work Discipline on Employee performance by computing the Determination Coefficient (KD) by the subsequent formula:

$$KD = R^2 \times 100\%$$

$$KD = 0.118$$

$$KD = 11.8\%$$

### t-Test Results (Partial Test)

**Table 3.** Partial t-Test Results

Model	Coefficients <sup>a</sup>						
	Unstandardized Coefficients		Standardized Coefficients	T	Sig.	Collinearity Statistics	
	B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	30.701	7.853		3.910	.000	
	X1	.024	.127	.030	.190	.850	.944 1.059
	X2	.251	.114	.349	2.198	.034	.944 1.059

a. Dependent Variable: Y

Source: Primary data processed, 2024

Based on the calculation results in Table 3, Leadership (X1) Has a t count value of 0.190 and a t table value of 2.024. from this value,  $t \text{ count} < t \text{ table} = 0.190 < 2.024$  is obtained. the significant value of leadership is  $0.850 > 0.05$  then  $H_01$  is accepted  $H_{a1}$  is rejected. It can be concluded that leadership has no significant effect on employee performance. Work Discipline (X2) has a t count value of 2.198 and a t table value of 2.024. from this value, it is obtained  $t \text{ count} > t \text{ table} = 2.198 > 2.024$  The significant value of work discipline is  $0.034 > 0.05$ . Consequently,  $H_02$  is refused, whereas  $H_{a2}$  is accepted. It is determined that work discipline significantly influences employee performance.

### Hasil Uji F ( Uji Secara Simultan)

A statistical test known as the F test determines whether or not all independent variables affect a single dependent variable concurrently.

**Table 4.** F Test Results

ANOVA <sup>a</sup>						
Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	48.322	2	24.161	2.472	.098 <sup>b</sup>
	Residual	361.578	37	9.772		
	Total	409.900	39			

a. Dependent Variable: Y

b. Predictors: (Constant), X2, X1

Source: Primary data processed, 2024

To get the results of the F test, the calculated f will be compared with the f table with the number of samples ( $n$ ) = 40, the number of independent and dependent variables ( $k$ ) = 3, and a significant value of 0.05. In the table, the f table value is 3.25. From the F test table above, the positive calculated f value is 2.472, and the significant value is 0.098. From the results obtained, the computed  $f < f_{table} = 3.25 < 2.472$  while the significant value obtained is  $0.098 > 0.05$ . Then,  $H_0$  is accepted, and  $H_a$  is rejected. It can be concluded that leadership and work discipline simultaneously have no significant effect on employee performance.

## CONCLUSION

The following are some of the conclusions that were reached as a consequence of the analysis and discussion of the outcomes of the hypothesis testing that was carried out:

1. With an average score of 45.13 and a respondent achievement level of 82.65%, the leadership at the Lubuk Ulang Aling Tengah Village Head Office in the Sangir Batang Hari District is in the good category. This is in accordance with the relevant criteria. The Lubuk Ulang Aling Tengah Village Head Office in the Sangir Batang Hari District has a pretty good work discipline, with an average score of 36.45 and a respondent achievement level of 72.44%, which is in the very excellent criteria. This places the work discipline in the pretty good category. The employee performance at the Lubuk Ulang Aling Tengah Village Head Office, which is located in the Sangir Batang Hari District, is considered to be exceptional. The average score for this performance is 40.9, and the respondent achievement level is 81.8%, which is within the criterion.
2. The leadership variable shows a positive and significant value, with a calculated value of 0.190 and a significance level of 0.85. This means that the leadership variable has an insignificant influence on the employee performance variable.
3. The work discipline variable was found to have a computed t-value of 2.198, and the significance level was found to be 0.034. The conclusion that can be drawn from this is that the work discipline variable does not substantially influence the performance variable.

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