

The Effect of Discipline, Motivation and Leadership on the Performance of Employee of Research Center for Rice Crop (Sukamandi)

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ABSTRACT

This study aims to determine Effect of Discipline, Motivation and Leadership on Employee Performance Rice Research Institute Sukamandi, The method used in this study is quantitative design with multiple linear regression analysis. The samples were 96 respondents. The objects of this study are employees of the Research Institute of Rice Sukamandi. These results indicate that Discipline, Motivation and Leadership have an influence on performance partially. This is evidenced from the partial test results or (t test) showed discipline, motivation and leadership positive and significant impact on performance. This is evidenced from the results (test F) discipline, motivation, and leadership jointly affect performance.

Keywords: Discipline, Motivation, Leadership, Performance

INTRODUCTION

For the vast majority of Indonesia's population, need food staple is rice. Therefore, increasing rice production to meet the public consumption in sufficient quantities and at affordable prices is always top priority of the government. Employee performance for Rice Research Institute Sukamandi yet fully achieves the results in the target by the Government in providing superior seed production and competitiveness. In addition, many employees are absent when after national holidays such as when Idul Fitri, Christmas and New Year. Not only that, many civil

servants who are still relax during working hours. In fact, a lot that can be done while in office.

Because a civil servant reasoned usually no work in the office that makes them relaxed. Other phenomena are still quite a number of employees who were not present and did not come on time. motivation showed that employees can not be motivated in their work because of the lack of recognition of the company and ketidakseuaian between benefits with work responsibilities that entailed by the employee. There are issues of leadership style in achieving organizational goals, among others: there are leaders who put personal interests rather than the interests of the organization, leaders have communicated well to bawahanya, the leadership failed to give guidance to subordinates occupational, and leadership is not maximized in helping to develop the capabilities of his subordinates, based on the above background.

LITERATURE REVIEW

Etymologically, discipline comes from the Latin meaning disciple followers, but along with the times, the word has been changed into discipline meaning or concerning compliance regulations. Labor discipline according to Sutrisno (2010: 90) is the attitude of one's readiness and willingness to abide by and comply with regulatory norms prevailing around it.

According to GR Terry was quoted by the Malay SP Hasibuan (2007: 145), the motivation is the desire contained in an individual that stimulate action. Liang Gie quoted by Sadali Samsudin (2006: 281) explains that the motivation is the work carried out by the leadership in providing inspiration, enthusiasm and encouragement to others, in this case the employees to perform certain actions.

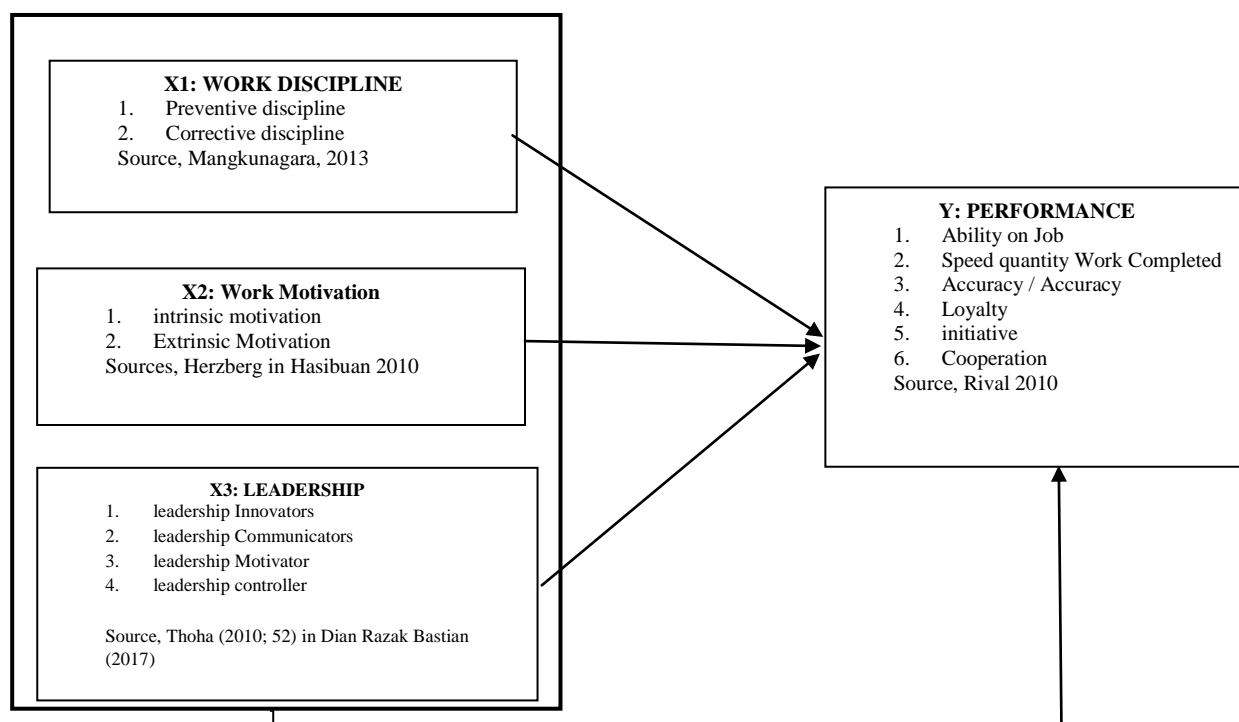
Leadership is one determinant of the success of a group or organization, because the leader is one determinant of the direction that is able to direct and manage human resources to achieve the goals of the organization or group. Effective leadership is leadership that can encourage or motivate subordinates and foster a positive attitude. Without a leader in a group, the target will not be achieved and the group runs deviate from the original purpose. It is because of no one on duty in making policies and decisions. Meurut BASS in Yukl (2010: 244) that the leadership as a leader who has the power to influence subordinates in certain ways.

Described by Robert Becal (2007: 1-2) that performance management is a

continuous communication process, carried out in the framework of cooperation between an employee and his immediate supervisor, involving the establishment of hope. Performance management is a complete tool which is used to optimize the success of every employee, working groups, the manager and the organization. Performance management is a good way to utilize their knowledge, expertise, and experience of employees. On the other hand, the term performance is often also associated with the term productivity, many people who claim that it is a real productivity of specific concepts related to the ratio between output and input performance, it is a term that involves almost all of the competition and manufacturing advantages such as cost, flexibility, speed, dependability and quality. However, various performance goals that could have a greater influence on the productivity of the operation.

Framework

Based on the study of the theory has been discussed, the authors developed a conceptual model as follows:



Etymologically, the hypothesis is something that is still less than Hypo, a conclusion opinion (Thesa). In other words, the hypothesis is a conclusion (Nazir, 2011: 38), the hypothesis proposed in this study, namely:

1. hypothesis 1: There is a significant influence on the performance of the employee discipline.
2. hypothesis 2: There is a significant effect of motivation on employee performance.
3. hypothesis 3: There is a significant influence on the performance leadership employees.
4. hypothesis 4: There is a significant effect of discipline, motivation and leadership together on employee performance.

METHOD

Types and Sources of Data

Data used in this study are as follows:

Primary data is data obtained or collected by researchers directly from the data source. Primary data is also known as the original data or new data that has properties up to date. To obtain primary data, researchers must collect it directly. For this study the author uses primary data obtained from questionnaires distributed to all the employees of the Research Institute for Rice Sukamandi, as many as 96 employees.

Secondary data is data obtained or collected researchers from a variety of sources. Secondary data were obtained from books, journals, other publications.

Measurement of variables is a measure used to quantify the information provided by the consumer if they are required to answer the statements that have been formulated in a questionnaire (Noor, 2011). In this study, the measurement scale used by researchers is the Likert scale. Likert scale is a method used to measure attitudes, opinions and perceptions person or a group of social phenomenon (Sugiyono, 2011).

Population and Sample According Sugiyono (2012: 80), the population is

generalization region consisting of objects or subjects that have certain qualities and characteristics, defined by the researchers to learn and then be deduced. So the population is not only people but also objects and other natural objects. The population is not just the number that exists at the object or subject being studied, but it covers all the characteristics or properties owned by the subject or object. Based on data from all the employees of the Research Institute for Rice Sukamandi, a population of as many as 96 employees. And the number of samples of 96 people.

Data analysis method in this study using the approach path analysis using test analysis Descriptive statistics (Mean, Median, Mode) Validity, Test Reliability, Test Requirements Analysis (Classical Assumption Test) (Test of normality, homogeneity test, Linearity test, Test Multicollinearity, test Heteroskidastity), Test Statistics Inferential (test hypothesis): (Regression Test (regression equation), Test Partial (t-test), test - F (Test Simultaneous), test the coefficient of determination (R²), Test Path Analysis (path Analysis)), or the Dimensional Analysis Correlation Matrix.

RESULT

Descriptive analysis

Discipline variable statistical descriptive value with minimum value of 1,666, the value of Maximum of 4904, Mean value of 3,727, and the value of Std. Deviation of 0539. At the motivation variable with a value of 1,428 Minimum, Maximum value of 4,714, Mean value of 3,579, and the value of Std. Deviation of 0638. On Leadership variable with a value of 1,428 Minimum, Maximum value of 4,809, Mean value of 3,552, and the value of Std. Deviation of 0654. In the variable Employee Performance with a minimum value of 1.1.476, Maximum value of 4,523, Mean value of 3.407, and the value of Std. Deviation of 0706.

Hypothesis testing

Validity and Reliability Test: Validity testing is done by using the product moment correlation formula r_{hitung} obtained from the output, the value is then compared with the value r_{tabel} (0.195), the results of all dimensions variable Discipline, Motivation, Leadership, Employee Performance. The reliability testing done by looking at the value of Cronbach's $\alpha > 0.60$, and the results of independent and dependent variables output $\alpha > 0.60$ then the results said to be reliable and able to proceed to the next test.

Coefficient of Determination: Results of statistical output the value of the correlation or relationship (R) that is equal to 0.390, and described the percentage of independent variables on the dependent variable is called the coefficient of determination (R^2) of 0.390. Which implies that the effect of variable Motivation, Discipline, and Leadership to variable is the performance by 39%. While the remaining 61% is influenced by other variables outside the research.

Partial test (t-test): Known to score t_{count} Discipline for the variable of 2.340. t_{tabel} views of degrees of freedom ($df = nk - 1 = 91$), namely (1,662) Then obtained $t_{count} > t_{tabel}$ and the significance value ($0.015 < 0.05$). It can be concluded that the variable Discipline (X1) partially positive and significant effect on performance (Y). Motivation (X2) Amounted to 1,933 $> 1,662$ and the value of significance ($0.018 < 0.05$). It can be concluded that the motivation variable (X2) partially positive and significant effect on performance (Y). Leadership (X3) Of 2,358 $< 1,662$ and the value of significance ($0.020 < 0.05$). It can be concluded that the Leadership variable (X3) partially positive and significant effect on performance (Y).

From the analysis discussed Variable Impact Analysis and the relationship between dimension as follows:

1. Analysis of Effect on Performance Discipline

Based on the partial test results known that $T_{count} > T_{table}$ and significance values below 0.05 then it can be concluded that the discipline of positive and significant influence on employee performance. This is in line with the results of research Silvy Mandey Lisbeth Mananake L. (2014) "simultaneous work discipline, leadership significant influence on employee performance. Partially only work discipline and leadership that significantly influence the performance of employee motivation while no significant effect on employee performance.

2. Analysis of Effect of Motivation on Performance

Based on the partial test results known that $T_{count} > T_{table}$ and significance values below 0.05 then it can be concluded that the motivation of positive and significant influence on employee performance. This is in line with the results of the study John Elizer, R Lydon, J. Pangemanan, Yolanda PI Rori, (2016) "The motivation and discipline significant influence on employee performance.

3. Analysis of Effect on Performance Leadership

Based on the partial test results known that $T_{hitung} > T_{tabel}$ and significance values below 0.05 then it can be concluded that the kepemimpinan berpengaruh positive and significant impact on employee performance. This is in line with the results of the study. Muhammad Johan (2013). "The existence of positive and significant influence on employee performance leadership, motivation shows that leadership together - together provide a positive and significant influence on employee performance. So leadership and motivation to improve performance.

4. Analysis of Effect of Discipline, Motivation and Leadership To Performance

Based on the results of a simultaneous test (F) value of $F > F$ count and significance values below 0.05 then it can be concluded that discipline, motivation, and leadership together have influence and significant.

CONCLUSION

Hypothesis testing results proved that motivation, work discipline and organizational commitment either individually or together with positive effect on the performance of employees in the Central Rice Research Sukamandi, with the breakdown as follows:

1. Labor discipline significantly affects employee performance of Rice Research Institute Sukamandi. Dimensions preventive discipline most dominant performance of the employee.
2. Motivation significantly affects on the performance of employees in the Central Rice Research Sukamandi. Thus, with increasing employee motivation are characterized by the need for promotion, rewards, benefits, good, there will be an increase in the performance of employees.
3. Leadership Organization significantly affects on the performance of employees in the Central Rice Research Sukamandi.
4. Variable of discipline, motivation and leadership simultaneously affects the performance of employees in the Central Rice Research Sukamandi.

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How to cite this article: Fauzi B, Utama JAP. The effect of discipline, motivation and leadership on the performance of employee of research center for rice crop (sukamandi). *International Journal of Research and Review*. 2021; 8(3): 374-379.
