

The Effect of Leadership Style on Employee Work Discipline in the Lebakwangi District Office

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ABSTRACT

In the Lebakwangi District Office, the purpose of this study is to investigate how different styles of leadership influence the level of employee work discipline. In order to achieve high levels of efficiency and productivity in the working environment, work discipline is an essential component that must be present. In the meanwhile, a leadership style that is effective can help to build a culture inside a company that is conducive to good work discipline. This study takes a quantitative approach and employs the survey method in its data collection. According to the findings of this research project, the work discipline of employees working in the Lebakwangi subdistrict office is impacted by the leadership style of their superiors. It is believed that the findings of this research will be able to provide management and leaders in the Lebakwangi District Office with recommendations that will assist in enhancing employee work discipline by increasing the number of successful leadership styles. The repercussions of this study are anticipated to provide a constructive contribution to efforts to increase the level of organizational performance and to realize the objectives that have been established.

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INTRODUCTION

Faced with intensive competition in all areas of an organisation or business, powerful human resources are required. Human resources play a crucial role in business operations and activities (Yulianah & Supardi, 2022). The function of human resources can be maximised by putting people to work using their expertise to the greatest extent possible. The ability of a company's human resources determines its success or failure in achieving its objectives (Suparni, 2017).

The Human Resources (HR) position in a government agency is crucial. Therefore, HR is required for HR management to operate in accordance with company expectations (Madduppa et al., 2020). According to Flippo, in Hasibuan (2005), planning, organizing, directing, and supervising the operations of acquiring, developing, compensating, integrating, maintaining, and releasing human resources to fulfill diverse individual, organizational, and community goals is what human resource management is all about.

A competent leader who has a deep understanding of his subordinates will also influence their work discipline. According to Sugiarto (2016), a leader's application of a variety of leadership styles in an organisation can contribute to improved employee productivity, particularly in the area of work discipline. (Bukit et al., 2019) Employees will be more enthusiastic about carrying out their duties and responsibilities in accordance with regulations in order to achieve organisational objectives if the leadership style is consistent with the organization's circumstances and conditions.

One's leadership style is the pattern of actions they often take when trying to inspire change

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in the actions of those around them. High levels of productivity in businesses demand an effective leadership style that fosters a positive work environment and motivates workers to provide their best efforts (Efendi, 2020). However, the opposite is true when a leader's approach isn't tailored to the specifics of the team and the work at hand (Al Hadromi, 2017). In this case, employees are less likely to be invested in their work and less likely to give it their full attention. Since this can potentially impair a task's smooth progress, particular care must be taken.

In addition to this, in Article 1 of Government Regulation No. 53 of 2010 concerning Civil Servant Discipline Regulations, it is stated that "Civil Servant Discipline is the ability of Civil Servants to comply with obligations and avoid prohibitions specified in statutory regulations and/or official regulations which, if not obeyed or violated, subject to disciplinary punishment" (Nelwan, 2021).

Human resource management relies heavily on a workforce's self-discipline to succeed. It's tough to achieve your full potential without self-discipline (Sedarmayanti & Rahadian, 2018). Self-discipline in the workplace is crucial for success. A manager can use work discipline to persuade an employee to change their behavior by communicating with them to increase their awareness of, and compliance with, all company policies and relevant social norms.

Managers utilize work discipline to get their employees to agree to change a behavior, as described by Rivai (2009). Punishments and reprimands are two forms of sanctions that can be used to enforce workplace discipline (Iswara & Sudharma, 2013) to ensure that employees learn from their mistakes and don't repeat them. Employees will be able to get more done as a result of this. As a result, the discipline of workers is crucial to the achievement of high human resource performance.

One of the government agencies that helps provide government services in Lebakwangi District is the Kuningan Regency. Lebakwangi District, Kuningan Regency is an organization or agency much like any other, and like those other organizations, it requires collaboration between its leaders and its staff. This collaboration is being carried out because there is a common objective that must be accomplished by the organizations involved. Leadership is a factor that plays a very vital part in an organization because it is the leader who will guide and direct the company toward attaining its goals. This makes leadership a very important component. The level of work discipline exhibited by employees or their subordinates is impacted by the kind of leadership that is utilized by the leader. As a result, a good leader who is responsible to his subordinates is required in order to boost the subordinates' morale and work discipline in order for them to successfully complete the tasks that have been delegated.

METHODS

The Lebakwangi District Office is the setting for this investigation, which takes a quantitative approach, employs survey methodologies, and makes use of inferential approaches to investigate the influence that different styles of leadership have on employee work discipline. Data collection was accomplished through the use of a questionnaire or questionnaire, and the resulting information was analyzed through the application of the Statistical Package for the Social Sciences (SPSS) with descriptive analysis and straightforward regression tests. The participants in the research sample all worked at the Lebakwangi District Office, and there were a total of 30 of them. This study's goals are to (1) give a better understanding of the relationship between leadership

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style and work discipline, and (2) contribute to the creation of effective leadership techniques. Specifically, the research will focus on the first goal.

1. Leadership Style

A leader's capacity to influence, direct, and display his skill in this area is crucial to the success of the organization as a whole and to the realization of its stated goals. Toha (2004) defines a leadership style as an individual's habitual approach to influencing the actions of others. Asnawi (1999) argues that a successful leadership style is one that motivates subordinates to go above and beyond in their work for the organization.

Leadership, as defined above, is the action of one who has been given the responsibility of leading others in order to organize, unite, and motivate those followers toward the accomplishment of predetermined goals. A leader's personality is the primary source of influence over followers. Leaders try to persuade their followers to move in a unified, purposeful, and cooperative fashion so that they can take full ownership of their task.

2. Work Discipline

Discipline refers to the mentality, demeanor, and conduct that is consistent with an organization's stated and unstated norms. This was found to be the case by (Sutrisno, 2009). Managers utilize workplace discipline as a means of persuading workers to adjust their conduct, as well as a way to encourage workers to become more familiar with and compliant with the rules and policies of the company and any relevant societal standards. Reference: (Veithzal & Veithzal, 2006). Discipline can also refer to measures used to address and perhaps punish infractions of established norms and policies. (Helmi, 1996)

Discipline refers to the ability to recognize and adhere to appropriate personal, group, and institutional standards. Therefore, management must place a premium on instilling discipline, as this is a key factor in accomplishing goals. All members of a company must exercise self-control for any management initiative to succeed. It has been said that discipline is a method of teaching workers to follow policies and procedures in an effort to maintain harmony within the workplace. Employees are believed to be motivated to do what their superiors recommend and within the bounds of corporate policy when punishment is used.

RESULTS AND DISCUSSION

All of the variable indicators assessed in this study exhibited correlation coefficients more than 0.5, validating the results of the validity test. This proves that the study's indicators are all reliable. Therefore, the variable can be employed as a measurement tool in the study.

Table 1. Results of Leadership Style Validity Test

Indicator	R Count	R table	Conclusion
Item 1	0.967	0.361	Valid
Item 2	0.945	0.361	Valid
Item 3	0.889	0.361	Valid
Item 4	0.882	0.361	Valid
Item 5	0.564	0.361	Valid

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Item 6	0.965	0.361	Valid
Item 7	0.977	0.361	Valid
Item 8	0.943	0.361	Valid

Table 2 Test the Validity of Work Discipline

Indicator	R Count	R table	Conclusion
Item 1	0.911	0.361	Valid
Item 2	0.565	0.361	Valid
Item 3	0.885	0.361	Valid
Item 4	0.487	0.361	Valid
Item 5	0.903	0.361	Valid
Item 6	0.943	0.361	Valid
Item 7	0.547	0.361	Valid
Item 8	0.803	0.361	Valid

Once the validity of each item has been established, a reliability study can be conducted to determine whether or not the instrument is reliable enough to assess the same symptoms repeatedly.

Table 3 Reliability Test Results

Variable	Cronbach Alpha	Information
Leadership Style (X)	0.974	Reliable
Work Discipline (Y)	0.914	Reliable

According to table 3, the alpha or Cronbach's Alpha of the Leadership Style variable (X) is 0.974 and the Work Discipline variable (Y) is 0.914, which is greater than the minimum limit, namely 0.6, indicating that a portion of the questionnaire containing statements about Leadership Style and Work Discipline can be declared reliable.

Simple Linear Regression Analysis is used to forecast or test the effect of one independent variable on the dependent variable.

Table 4 Simple Regression Test Results

Model	Unstandardized Coefficient		Standardized Coefficient	t	Sig.
	b	std. error	Betas		
	1. Constant	8,461	1953		
Leadership Style	.759	056	.925	13,056	.000

a. Dependent Variable: Work Discipline

From the table above, a conclusion can be drawn as follows:

- a. A constant of 8.461; if leadership style (x) has a value of 1, then work discipline (y) has a value of 8.461.

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- b. The regression coefficient for the leadership style variable (X) is 0.759, which indicates that a 1% increase in leadership style will result in a 0.75 percent increase in Work Discipline (Y). The coefficient is positive, indicating that there is a positive relationship between leadership style and work discipline, with leadership style increasing work discipline.

Table 5 Test Results for the Coefficient of Determination
Summary Model ^b

Model	R	R Square	Adjusted R Square	std. Error of the Estimate
1	.922 ^a	.851	.843	8.163

The coefficient of determination is 0.851, or 85.1%, indicating that the work discipline of the Lebakwangi sub-district office, Kuningan district, is proportional to the leadership approach. While 14.9% is a factor that influences variable Y, other factors that were not examined by researchers also have an effect.

The t test is utilized to determine the extent to which the independent variable influences the dependent variable. The significance level employed is 0.05.

Table 6 Test Results t
Coefficients ^a

Model	Standardized Coefficient Betas	t	Sig.
2. Constant		4,327	.000
Leadership Style	.925	13,056	.000

a. Dependent Variable: Work Discipline

A substantial correlation between leadership variables (X) and employee work discipline (Y) was found using a t-test in the Lebakwangi subdistrict of the Kuningan district. The t-test result of 13,056 proves this, whereas the t-table result of 2.048 indicates a 5% level of significance. Therefore, H_a is accepted whereas H_o is not. The regression equation $Y = 8.461 + 0.75X$ is also obtained. Where Y is the dependent variable, an is a constant, and b is the regression coefficient for the independent variable (X), we have an equation that follows the simple linear regression formula, $Y = a + bX$. By adopting the null hypothesis that there is a connection between leadership style and employee work discipline in the Lebakwangi District of the Kuningan district, we can conclude that there is an influence between variables Y and X. Jaya and Adnyani (2015) found that the leadership style of the Bali Provincial Language Center had a substantial effect on the work discipline of its employees.

Lebakwangi District is one of the districts in Kuningan Regency, and this study intends to look into how different types of leadership affect employee work discipline there. Employees' actions and productivity on the job can be profoundly affected by the leadership style of their superiors. Punctuality, following instructions, and a desire to succeed are all examples of the work discipline that employers value highly.

In this context, this study will identify and analyze the leadership styles applied in Lebakwangi District, including authoritarian, democratic, and laissez-faire styles. The authoritarian

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leadership style is characterized by dominant decision-making by the leader, while the democratic leadership style involves employee participation in the decision-making process. On the other hand, the laissez-faire leadership style gives high freedom to employees in making decisions.

Furthermore, this study will explore the impact of leadership style on employee work discipline in Lebakwangi District. Under an authoritarian leadership style, a strong influence on work discipline is expected, with an emphasis on regulatory compliance and punctuality. Democratic leadership style can bring intrinsic motivation for employees to maintain their own work discipline. Meanwhile, the laissez-faire leadership style may reduce the level of work discipline, due to the lack of clear supervision and direction.

Questionnaires will be sent out to businesses in the Lebakwangi District to collect information for this study. In order to investigate the connection between leadership style and workplace discipline, the collected data will be subjected to statistical analyses, such as regression analysis. The study's findings should help illuminate the connection between leadership and workplace discipline in Lebakwangi District and inform the creation of effective leadership strategies to boost employee work discipline in the region.

CONCLUSION

Based on the research results above, it can be concluded that leadership style has a positive and significant influence on employee discipline at the Lebakwangi sub-district office, Kuningan district. This is shown from the results of research by processing data using SPSS version 23.0 with a partial test (t test that t count (13.056) > t table (2.048) with a significant value of $0.000 < 0.005$). The magnitude of the influence of leadership style on work discipline in the Lebakwangi sub-district office is of 85.1 %

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