

Research Article

Employee Performance Based On Leadership and Discipline at CV. Wina Purnama Pamulang South Tangerang

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ABSTRACT

This study aims to determine the effect of leadership and discipline on employee performance at CV. Wina Cahaya Purnama, Pamulang, South Tangerang. The research method used is descriptive quantitative with a total sample population of 53 respondents. Methods of data collection by using a questionnaire. The analysis used includes: validity test, reliability test, classical assumption test, correlation coefficient test, coefficient of determination test, t-test and F-test. Based on the results of the study obtained multiple linear regression equation $Y = 7.097 + 0.245 X_1 + 0.592 X_2$. With a coefficient of determination of 0.655, it means that both variables have an effect on employee performance. Hypothesis testing shows that partially or simultaneously leadership and discipline affect the performance of CV employees. Wina Cahaya Purnama, Pamulang, South Tangerang.

Keywords: Leadership; Discipline; & Employee Performance;

1. INTRODUCTION

CV. Wina Cahaya Purnama was founded by Wina Erni as the owner of the company on April 1, 2017. Armed with extensive skills and knowledge in the field of marketing services, the company is able to develop from year to year. This company is engaged in providing public services. At the beginning of its development. CV. Wina Cahaya Purnama Pamulang, South Tangerang does not yet have an office in its marketing, but along with developments in marketing its services the company was able to establish an office to carry out marketing activities for services located on Jl. Haji Rean No. 109, Benda Baru, Pamulang South Tangerang, Banten 15418.

There are factors that influence employee performance improvement, namely leadership factors and work discipline. This is known because of the data that has been obtained in this study. According to Mangkunegara (2016: 67), "Performance is the result of work in quality and quantity achieved by an employee in carrying out his duties in accordance with the responsibilities given to him. According to Abdullah (2014:3-4), "performance is work performance which is the result of implementing work plans made by institutions carried out by leaders and employees who work to achieve organizational goals". As for the things that affect the performance of CV. Wina Cahaya Purnama Pamulang, South Tangerang, is the lack of responsibility of employees who are negligent in the preparation of goods. Problems related to responsibility, are employees often do not provide quality and quantity, besides that there are problems that occur in the packaging of goods because this is due to a lack of employee responsibility in the packaging department. With the above problems, the delivery will be hampered.

A company leader who is effective in his leadership is able to grow, develop and empower existing resources and facilities to achieve organizational goals. In addition, the company's leadership is also able to create a conducive and pleasant work climate. Other human elements besides the company's leadership are subordinates, in this case employees are the spearhead for achieving goals in the organization. So that in this case employees are required to have the qualities and criteria expected by the organization. In order for employees to function in achieving organizational success, an employee must have knowledge, skills, high dedication, good attitude and have a sense of responsibility. In this regard, management must have an effective and efficient way to achieve good work results. Lack of knowledge and skills towards work can be caused by lack of experience, so it is necessary to provide learning experience in occupying and carrying out certain positions, besides that it is also necessary to provide training and education to improve the abilities and knowledge of employees.

To create good performance, of course, considerations need to be made in the application of the right style according to the character possessed by the employees. There are several factors that directly or indirectly play a role in determining employee performance. Work relations between employees need to be created to solve problems that arise regarding human factors in the organization. through good working relationships can avoid disharmony in carrying out tasks. Through a working relationship between employees and the company and all members of the organization, good communication relationships must be established so as to avoid misunderstandings or conflicts due to miss communication. Cooperation

between superiors and subordinates must run simultaneously in order to achieve company goals, a superior should be able to provide encouragement to his subordinates and be able to work together to advance the company. Employees in a company should also be motivated so that they can increase their productivity, good leaders should also provide opportunities for their subordinates to express their ideas to jointly achieve the goals set by the company.

2. RESEARCH METHOD

This study was designed with a descriptive method with a quantitative approach. The descriptive quantitative method was used to explain the phenomena that occur regarding research data, while the quantitative method was used to explain the effect of the independent variable on the dependent variable. The data collection method in this study used primary data sources and secondary data. According to Sugiyono (2016: 193), the sources of primary and secondary data collection are as follows:

1. Primary data: a. Observation, which entails making direct observations of businesses to collect data and information systematically, with data collecting taking place at the research location. b. questionnaire is a data collection technique in which respondents are given a set of written questions to answer.
2. Secondary data, such as literature review, entails studying, investigating, reviewing, and reviewing material related to the subject under investigation.

The population that is used as the object of this research is all employees who are in CV. Wina Purnama Pamulang, South Tangerang. In this study, the sampling technique used is non-probability sampling with the technique taken is saturated sampling (census). According to Sugiyono (2016:118) Saturated sampling technique is a sampling technique when all members of the population are used as samples. Therefore, the researcher chose a sample using a saturated sampling technique because the population was relatively small. So, the sample that will be used in this study is 53 employees. Instrument test, classical assumption test, regression, coefficient of determination and hypothesis testing that researchers use in analyzing data. The data collection technique used by the author consists of observing directly the objects and research subjects related to the problem to be studied which is done by giving 10 statements related to the leadership variable (X_1), 10 statements related to the discipline (X_2) and 10 statements related to the Performance variable (Y) to 53 samples.

3. RESULTS AND DISCUSSION

3.1 Results

To determine (partially or simultaneously) the percentage of the strength of the influence between the independent variables on the dependent variable in this study it was analyzed using the coefficient of determination analysis with the following results:

Table 1. Partial Determination Coefficient Test Results Leadership (X_1) Against Employee Performance (Y)

Model Summary

| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
|-------|-------------------|----------|-------------------|----------------------------|
| 1 | .677 ^a | .450 | .447 | 2.605 |

a. Predictors: (Constant), Leadership (X_1)

Source: Data processed, 2022

Table 2. Partial Coefficient of Determination Test Results Discipline (X_2) Against Employee Performance (Y)

Model Summary

| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
|-------|-------------------|----------|-------------------|----------------------------|
| 1 | .605 ^a | .365 | .362 | 2.882 |

a. Predictors: (Constant), Discipline (X_2)

Source: Data processed, 2022

Table 3. The Result of Simultaneous Determination Coefficient of Leadership (X_1) and Discipline (X_2) Against Employee Performance (Y)

Model Summary

| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
|-------|-------------------|----------|-------------------|----------------------------|
| 1 | .823 ^a | .678 | .665 | 2.040 |

a. Predictors: (Constant), Discipline (X_2), Leadership (X_1)

Source: Data processed, 2022

Hypothesis testing of Leadership (X_1) and Discipline (X_2) Employee performance (Y) variables were run using ttest (partial test). In this study, we used a significance level of 5% (0.05) by comparing the tcount value to ttable by the following criteria:

- (a) If the value of $t_{count} < t_{table}$: it means that H_0 is accepted and H_1 is rejected
- (b) If the value $t_{count} > t_{table}$: it means H_0 is rejected and H_1 is accepted

The results of data processing using the SPSS Version 26 program, with the following results:

Table 4. Hypothesis Test Results (t Test) Leadership (X₁) Against Employee Performance (Y) Coefficients^a

| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
|-------|------------------------------|-----------------------------|------------|---------------------------|-------|------|
| | | B | Std. Error | Beta | | |
| 1 | (Constant) | 7.097 | 3.094 | | 2.294 | .026 |
| | Leadership (X ₁) | .245 | .079 | .295 | 3.102 | .003 |

a. Dependent Variable: Employee Performance (Y)

Source: Data processed, 2022

Table 5. T-Test Results of Discipline Variables (X₂) on Employee Performance (Y)

Coefficients^a

| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
|-------|------------------------------|-----------------------------|------------|---------------------------|-------|------|
| | | B | Std. Error | Beta | | |
| 1 | (Constant) | 7.097 | 3.094 | | 2.294 | .026 |
| | Discipline (X ₂) | .592 | .090 | .627 | 6.605 | .000 |

a. Dependent Variable: Employee Performance (Y)

Source: Data processed, 2021

Table 6. Hypothesis Results (Test F) Simultaneously Leadership (X₁) and Discipline (X₂) Against Employee Performance (Y)

ANOVA^a

| Model | | Sum of Squares | df | Mean Square | F | Sig. |
|-------|------------|----------------|----|-------------|--------|-------------------|
| 1 | Regression | 249.157 | 2 | 124.579 | 13.235 | .000 ^b |
| | Residual | 470.654 | 50 | 9.413 | | |
| | Total | 719.811 | 52 | | | |

a. Dependent Variable: Employee Performance (Y)

b. Predictors: (Constant), Discipline (X₂), Leadership (X₁)

Source: Data processed, 2022

3.2 Discussion

Based on the results of the study, obtained the value of $t_{ng} > t_{table}$ or $(3.102 > 2,310)$. This is also reinforced by the p value $< Sig\ 0.05$ or $(0.003 < 0.05)$. Thus, H₁ is accepted, this shows that there is a partially significant influence between leadership on employee performance on CV. Wina Cahaya Purnama, Pamulang, South Tangerang. And based on the results of the t test, it shows that leadership and work discipline have a positive and significant effect on employee performance. The f test results show that leadership and work discipline jointly affect employee performance at CV. Wina Cahaya Purnama, Pamulang, South Tangerang.

Based on the results of the study, obtained the value of $t_{ng} > t_{table}$ or $(6.605 > 2.310)$. This is also reinforced by the p value $< Sig\ 0.05$ or $(0.000 < 0.05)$. Thus, H₂ is accepted, this shows that there is a partially significant influence between discipline on employee performance at CV. Wina Cahaya Purnama, Pamulang, South Tangerang. And based on the research results that work discipline has a significant influence on employee performance at CV. Wina Cahaya Purnama, Pamulang, South Tangerang.

Based on the results of the study, it showed that leadership (X₁) and discipline (X₂) had a positive effect on employee performance with the regression equation $Y = 7.097 + 0.245X_1 + 0.592X_2$. The value of the correlation coefficient or the level of influence between the independent variable and the dependent variable was obtained at 0.665, meaning that it has a strong relationship. The value of the coefficient of determination or the contribution of simultaneous influence is 66.5% while the remaining 33.5% is influenced by other factors. Hypothesis test obtained value of F arithmetic $> F_{table}$ or $(13,235 > 2,790)$. Thus H₀ is rejected and H₃ is accepted. This means that there is a simultaneous significant influence between leadership and motivation on employee performance at CV. Wina Cahaya Purnama, Pamulang, South Tangerang.

4. CONCLUSION

Based on the descriptions in the previous chapters, and from the results of the analysis and discussion of the influence of leadership and discipline on employee performance, as follows:

1. Leadership has a significant effect on employee performance with a value of $t_{ng} > t_{table}$ or $(3.102 > 2,310)$. This is also reinforced by the p value $< Sig\ 0.05$ or $(0.003 < 0.05)$. Thus, H₁ is accepted, this shows that there is a partially significant influence between leadership on employee performance on CV. Wina Cahaya Purnama, Pamulang, South Tangerang.
2. Discipline has a significant effect on employee performance with $t_{ng} > t_{table}$ or $(6,605 > 2,310)$. This is also reinforced by the p value $< Sig\ 0.05$ or $(0.000 < 0.05)$. Thus, H₂ is accepted, this shows that there is a partially significant influence between discipline on employee performance at CV. Wina Cahaya Purnama, Pamulang, South Tangerang.
3. Leadership and Discipline have a significant effect on employee performance with the regression equation $Y = 7.097 + 0.245X_1 + 0.592X_2$. The value of the correlation coefficient or the level of influence between the independent variable and the dependent variable was obtained at 0.665, meaning that it has a strong relationship. The value of

the coefficient of determination or the contribution of simultaneous influence is 66.5% while the remaining 33.5% is influenced by other factors. Hypothesis test obtained value of F arithmetic $> F_{table}$ or $(13,235 > 2,790)$. Thus H_3 is accepted. This means that there is a simultaneous significant influence between leadership and discipline on employee performance at CV. Wina Cahaya Purnama, South Tangerang.

RECOMMENDATIONS

Based on the results of the descriptive test that the lowest score is seen from the respondents variable. Leadership indicators. Leaders Mr./Ms. have high creativity in the specified work which only reaches an average score of 2.74. Suggested leadership CV. Wina Cahaya Purnama, South Tangerang, Pamulang, South Tangerang. You can be creative in your work in order to achieve the company's goals. Based on the results of the descriptive test that the lowest score is seen from the respondent's variable. Discipline indicators. The company encourages inter-divisions within the company to work together, which only achieves an average score of 3.38. Suggested CV. Wina Cahaya Purnama Pamulang, South Tangerang to pay attention to working well and effectively. Based on the results of the descriptive test that the lowest score is seen from the respondents' variable Employee Performance Indicators. Quality of work, namely employees always minimize the error rate in their work, which only reaches an average score of 3.28. Suggested Employees CV. Wina Cahaya Purnama, Pamulang, South Tangerang. to pay attention to the accuracy or error of each work in accordance with the standards to achieve the specified target.

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AUTHOR'S CONTRIBUTIONS

This research is a continuation of the teaching and learning process in order to try to apply the knowledge that the researcher has received with the conditions in the field. So that researchers hope that this research can be a practical experience for researchers and find out to what extent these theoretical abilities can be applied in daily practice. In this study, it is hoped that it can provide input on efforts to improve good leadership at CV. Wina Cahaya Purnama, South Tangerang, so that it will improve employee performance.

CONFLICT OF INTEREST

In this case all authors declare that there is no conflict of interest at all.

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