
**THE INFLUENCE OF LEADERSHIP AND WORK DISCIPLINE ON EMPLOYEE
PERFORMANCE IN THE TRADE AND INDUSTRIAL SERVICES GOWA
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Abstract

The aim of this research is a type of quantitative research with the aim of finding out the influence of leadership and work discipline on employee performance at the Gowa Regency Trade and Industry Service. This sample was taken from the Gowa Regency Trade and Industry Service. The type of data used in this research is quantitative data obtained from distributed questionnaires and is related to the problem being studied. The sampling technique in this research uses a saturated sampling technique formula. The number of samples processed in this research was 35 people. Data collection was carried out by observation and distribution of questionnaires. In this research, the data sources used in data collection include primary data and secondary data. The research instrument used in this research used the Likert scale method. Based on the research results obtained, they were processed using the Statistical Package for the Social Science (SPSS) application version 27. Based on the results of the research that has been carried out, it shows that leadership and work discipline have a positive and significant effect on employee performance.

Keywords: Leadership, Work Discipline, Employee Performance.

INTRODUCTION

Organizations need proper management because the rapid development of science and technology currently has a big influence on business progress so that to advance business efforts, quality human resources are needed. Employees at the company must be given appropriate guidance and learning according to the work they will be responsible for in order to produce quality human resources.

Leadership can be defined as the ability to encourage a number of people to work together in carrying out activities directed at a common goal (Asmarazisa, 2016). Leadership is known as social interaction in which a leader seeks to obtain the full cooperation and involvement of his team to achieve organizational goals (Hasni, Noviantoro, & Septiani, 2020). Work performance (performance) assessment in this research is a monitoring system that is used to monitor and assess the extent to which an employee has carried out his work or to determine the suitability of plans with the results obtained. Performance monitoring and assessment is a guideline in the field of personnel to monitor employee work results during a certain period.

Discipline and work evaluation or work efficiency (performance) in this research are aimed at various areas such as work talent, career, work relationships, initiative depending on the level of performance. Performance is associated with personal productivity, training and development, career planning/advancement, and compensation. Therefore, regular information regarding employee performance is very important to participate in determining human resource policies. Work discipline is the behavior of a person with existing actions, regulations, work procedures or discipline is the attitude of behavior and changes that are in accordance with organizational rules, both written and unwritten, can be examples such as some employees who are usually late for work, ignore work details. necessary for their work, behave impolitely towards fellow employees or commit inappropriate actions (Hakim and Alhakim, 2020).

According to (Harahap and Tirtayasa, 2020) employee performance is used as one of the main elements that can be improved if employees know what is expected when they can participate and are assessed on the results of their performance. Performance appraisals must be conducted in a fair, impartial manner and must accurately reflect actual performance. To improve employee discipline, it is necessary to formulate a good supervision system that functions as a control. A good monitoring system is very necessary so that management can obtain and provide appropriate information for consideration in efforts to improve employee performance at the Gowa Regency Trade and Industry Service office. (Sulistiyanti & Rosidah, 2009) Employee discipline is a procedure that corrects or punishes subordinates for violating rules or procedures and is a form of employee self-control and regular implementation and shows the level of seriousness of the work team within an organization.

RESEARCH METHODS

The type of research used in this research, namely the quantitative approach according to (Sugiyono, 2014), the definition of quantitative research methods can be understood as research methods based on the philosophy of positivism, used to conduct research on populations or on certain samples, collecting data using research tools, analysis the data is quantitative/statistical in nature, the aim is to test the hypothesis that has been established (Kurniawan, 2019). The population in this study was all employees of the Gowa Regency Trade and Industry Office, totaling 35 people. Because the population in this study was less than 100, the entire population was taken as a sample.

RESULT AND DISCUSSION

A. Research Result

1. Multiple Linear regression Analysis

Multiple linear regression analysis is a useful statistical technique for examining and modeling relationships between variables. Multiple linear regression is often used to overcome

regression analysis problems that result in the relationship of two or more independent variables. The results of multiple linear regression analysis in this study are as follows:

Table 2. Results of Multiple Linear Analysis

Coefficients ^a						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	8.666	2.474		3.503	0.001
	Leadership	0.398	0.148	0.487	2.695	0.011
	Work Discipline	0.608	0.262	0.419	2.317	0.027
a. Dependent Variable: EMPLOYEE PERFORMANCE						

Source: prima data processed with SPSS 27 (2024)

Based on the data in the table above, the multiple regression equation in this study is as follows:

$$Y = 8.666 + 0.398 X_1 + 0.608 X_2 + e$$

Based on the multiple linear regression equation, it can be concluded that:

- a. Based on the results of the multiple linear regression test in the table above, it can be seen that the constant value of the coefficient a is 8,666. The constant coefficient is positive. With this, it can be interpreted that if all the independent variables in this research, including the variables of leadership and work discipline, are constant or have a value of zero, then the amount of employee performance is 8,666.
- b. The regression coefficient for the leadership variable is 0.398, which indicates that for every one unit increase in leadership, employee performance will increase by 0.398, assuming that the other variables are constant.
- c. The regression coefficient on the work discipline variable is 0.608, which indicates that for every one unit increase in work discipline, employee performance will increase by 0.608 with the assumption that the other variables are constant.

Hypothesis testing

1. partial Test (t Test)

The partial test is used to see the effect of each independent variable on the dependent variable. The test is carried out using the t test, namely by looking at the significant t value. If the significant value is <0.05 , it can be said that the independent variable has an influence on the dependent variable.

Table 3 Partial Test Results (t Test)

Coefficients ^a						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	8.666	2.474		3.503	0.001
	Leadership	0.398	0.148	0.487	2.695	0.011
	Work Discipline	0.608	0.262	0.419	2.317	0.027

a. Dependent Variable: EMPLOYEE PERFORMANCE

Source: primary data processed with SPSS 27(2024)

Hypothesis testing via the t test, the overall level used by the author is 0.05 and degrees of freedom with the formula, $(\alpha = 5\%/2)$. $df = n - k$ (35-3) shows a value of 0,3388, the t test results in the t test results table using SPSS are as follows:

1. The leadership variable (X1) has a calculated t of 2.695 while the t table is 0.3388 and sig. Amounting to 0.011. This shows that $t \text{ count} > t \text{ table}$ ($2.695 > 0.3388$) and the sig value. Amounting to $0.011 < 0.05$ or in other words, H1 is accepted, which means that leadership has a positive and significant effect on employee performance. This proves that the higher the leadership an employee has, the higher the performance the employees will achiev.
2. The work discipline variable (X2) has a calculated t of 2.317 while the t table is 0.3388 and the sig value. Amounting to 0.027. This shows that $t \text{ count} > t \text{ table}$ ($2.317 > 0.3388$) and the sig value. Amounting to $0.027 < 0.05$ or in other words H2 is accepted, which means that work discipline has a positive and significant effect on employee performance. This shows that the higher the work discipline in the employee's performance, the higher the performance ability of the employe.

B. Discussion

a. The Influence of Leadership on Employee Performance

Based on the research results, the leadership variable (X1) has a calculated t of 2.695, while the t table is 0.3388 and sig. Amounting to 0.011. This shows that $t \text{ count} > t \text{ table}$ ($2.695 > 0.3388$) and the sig value. Amounting to $0.011 < 0.05$ or in other words, H1 is accepted, which means that competence has a positive and significant effect on employee performance. This proves that the higher the leadership an employee has, the higher the performance the employees will achiev.

Based on the results of the distribution analysis of the answers, the answer with the highest average value on the Leadership variable is the answer agreeing with an average value of 39.6%.

b. The Influence of Work Discipline on Employee Performance

Based on the research results, the work discipline variable (X₂) has a calculated t of 2.317, while the t table is 0.3388 and the sig value. Amounting to 0.027. This shows that t count > t table (2.317 > 0.3388) and the sig value. Amounting to 0.027 < 0.05 or in other words H₂ is accepted, which means that work discipline has a positive and significant effect on employee performance. This shows that the higher the work discipline in the employee's performance, the higher the performance ability of the employee. Based on the results of the analysis of the answers, the answer with the highest average value for the Work Discipline variable is the answer agreeing with an average value of 42%. The results of this research are in line with Subarsi, et al., (2021) that work discipline has a positive and significant effect on employee performance, meaning that the level of discipline does have a large role in determining the level of employee performance. The results of this research are also in line with Prayogi, et al., (2019) that work discipline has a positive and significant effect on employee performance, meaning that when work discipline is better carried out by employees, employee performance will increase

CONCLUSION

Based on the results of previous research and discussion, it can be concluded that:

- 1) Leadership has a positive and significant influence on employee performance. This shows that the higher the leadership possessed by employees at the Gowa Regency Trade and Industry Office, the more the employee's performance will improve.
- 2) Work Discipline has a positive and significant influence on employee performance. This shows that the higher the work discipline towards employee performance, the higher the work results achieved by employees at the Gowa Regency Trade and Industry Service Office

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