

# INFLUENCE OF MOTIVATION, WORK DISCIPLINE AND LEADERSHIP AGAINST EMPLOYEE PERFORMANCE AT THE DINAS PENGENDALIAN PENDUDUK DAN KELUARGA BERENCANA KABUPATEN LABUHANBATU

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## ABSTRACT

This research was conducted using a field research method by means of a survey, namely research that took a number of samples from the population using a questionnaire as the main data collection tool. Determination of the number of samples for this research is the total number of employees who work in the Department of Population Control and Family Planning Labuhanbatu Regency, amounting to 39 people, so this research is called population research. While the approach used is a quantitative approach, namely the approach using data analysis in the form of numeric or numbers. The aim is to develop and use mathematical models, theories or hypotheses related to the phenomena investigated by the researcher. The data analysis technique starts from collecting information through a questionnaire in the form of a statement and at the final stage by drawing conclusions. The results of the study indicate that motivation partially has a significant effect on employee performance at the Labuhanbatu Population and Family Planning Department. Work discipline partially has a significant effect on employee performance at the Labuhanbatu Population and Family Planning Department. Leadership partially has a significant effect on employee performance at the Labuhanbatu Population Control and Family Planning Service. Motivation, Work Discipline and Leadership simultaneously have a significant effect on employee performance at the Labuhanbatu Population and Family Planning Department.

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## 1. INTRODUCTION

One of the factors that affect employee performance is work motivation which is an impulse that makes someone act or behave in certain ways with the possibility of fulfilling personal goals or needs at work [1]. In fact, although it has been given motivation in the form of benefits outside the salary, the performance of employees at the Dinas Pengendalian Penduduk Dan Keluarga Berencana Kabupaten Labuhanbatu is considered less good because the low level of employee awareness causes motivation not to be effective among employees, leaders should be able to encourage employees [2]. With the provision of work motivation to employees, it is expected that employees can be disciplined in work, so that the implementation of work can be regular and can show the level of seriousness of the work team in an organization. Disciplinary action requires a punishment for employees who fail to meet specified standards [3].

One of the requirements for discipline to develop in the work environment is the division of Labor to each employee, so that everyone knows what the tasks are, how to do them and when the work is started and completed. Therefore, the phenomenon of problems encountered in the Dinas Pengendalian Penduduk Dan Keluarga Berencana Kabupaten Labuhanbatu related to employee discipline including There are still employees who are not disciplined in working time, there are still employees who are late entering working hours, and there are still employees who do not complete the work in accordance with the standards and time that has been determined and also there is still the use of free time in excessive working time. Disciplinary issues greatly affect the performance of an employee. Therefore, the application of discipline to employees will be able to foster employee satisfaction in work.

In addition, the leadership that is expected to run in the Office of Population Control and Family Planning Labuhanbatu is the leader mempunyai responsibility of creating the conditions and stimulants that

motivate members to achieve the specified goals, so that it can have an impact on positive behavior that gives morale or negative impact that is pressure.

The problem faced by the Dinas Pengendalian Penduduk Dan Keluarga Berencana Kabupaten Labuhanbatu is the high absenteeism of employees during the last few months.

Table 1 Recapitulation Of Employee Absences In 2022

Kriteria Absensi	Januari	Februari	Maret
Sakit	2	3	5
Izin	3	5	6
Cuti	3	5	9
Alpha	9	11	16
Jumlah pegawai	39	39	39

Source : Dinas Pengendalian Penduduk Dan Keluarga Berencana Labuhanbatu

From the table above shows that the level of employee absenteeism increased by 9 people increased to 16 people. This resulted in low employee performance in the Dinas Pengendalian Penduduk Dan Keluarga Berencana Kabupaten Labuhanbatu due to declining public services, employee performance benchmarks are said to decline if the percentage of absenteeism is above 10%. Based on the femomena above, researchers are interested in conducting research at the Dinas Pengendalian Penduduk Dan Keluarga Berencana Kabupaten Labuhanbatu related to motivation, discipline and leadership as well as their influence on employee performance.

## 2. LITERATURE REVIEW

### Theory Of Motivation

According to [4] motivation is the driving force that creates a person's work excitement, so that they are willing to work together, work effectively, and are integrated with all their efforts to achieve satisfaction. Meanwhile, according to [5] work motivation is a driving force that causes a member of the organization willing and willing to direct the ability in the form of expertise and skills of Labor and time to carry out various activities that are his responsibility and fulfill their obligations, in order to achieve the goals and objectives that have been determined by the previous agency. The indicators of work motivation according to [6] are: 1) Hard Work, 2) future orientation, 3) high level of ideals, 4) task / target orientation, 5) effort to progress, 6) perseverance, 7) Selected colleagues, 8) time utilization.

### Disciplinary

According to [7] is as an attitude, behavior and actions in accordance with the regulations of the company written or not Discipline is the ability to control yourself and implement the norms that apply in life together. Work discipline can be seen if employees come to the office regularly and on time, if they are well dressed at work, if they use office equipment properly, if they produce a satisfactory amount and quality of work by following a predetermined way of working and if they finish the job on time. According [8] indicators of labor discipline, namely:

- a. Timeliness
- b. Using equipment and supplies well
- c. High responsibility
- d. Compliance with the rules of the place of work.
- e. Officers wear uniforms

### Leadership

According to Hasibuan [9] leadership is the way a leader influences the behavior of subordinates in order to cooperate and work effectively and efficiently to achieve organizational goals. Leadership is the process of influencing others to want to participate in order to meet the goals that have been set together. Meanwhile, according to [10] leader and leadership are two things that can not be separated. Leaders show actors who have the ability to lead, while leadership is the quality of the ability and personality of the leader in moving his followers. There are several opinions that express leadership indicators, including according to [11] leadership has four indicators, which are as follows:

1. Task execution
2. Provide support
3. Focus on the results of the process

#### 4. Give hints

#### Employee Performance

According to [12] performance is the degree to which a person's success in completing his work. Usually people who are high performers are referred to as productive people, but conversely people whose level does not reach the standard are said to be unproductive or low performers. Another definition of performance according to [4] is a result of work achieved by someone in carrying out their duties on skills, effort and opportunities. According to [13] job characteristic model (job characteristic model) says that we can describe a job in the form of five main indicators in a job as follows:

1. Varied expertise
2. Task Identity
3. Significance Of The Task
4. Independence
5. Feedback

#### Conceptual Framework

Based on the theory that has been described above, the influence of each of these variables can be described in the paradigm model as shown in the figure below:

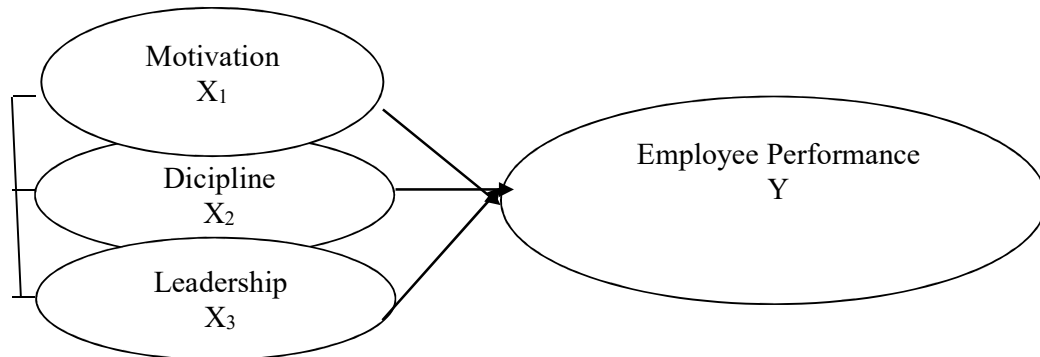


Figure 1. Conceptual Framework

#### Hypothesis

Based on the formulation of the problem and the study of the theory above, the researchers raised the hypothesis, namely :

1. There is a positive influence and the impact of work motivation on employee performance at the Dinas Pengendalian Penduduk Dan Keluarga Berencana Kabupaten Labuhanbatu.
2. There is a positive influence and the impact of work discipline on the performance of employees at the Dinas Pengendalian Penduduk Dan Keluarga Berencana Kabupaten Labuhanbatu .
3. There is a positive influence and the impact of leadership on employee performance at the Dinas Pengendalian Penduduk Dan Keluarga Berencana Kabupaten Labuhanbatu.
4. There is a positive influence of work Motivation, work discipline and leadership on employee performance at the Dinas Pengendalian Penduduk Dan Keluarga Berencana Kabupaten Labuhanbatu.

#### 3. METHODS

This study was conducted by the method of field research (field research) by means of ndepe is a study that took a number of samples from the population by using questionnaires as a principal data collection tool. While the approach used is a quantitative approach,

While the population and samples in this study are all employees who became the state civil apparatus (ASN) and Non-ASN in the Dinas Pengendalian Penduduk Dan Keluarga Berencana Kabupaten Labuhanbatu. amounted to 39 employees.

The data analysis technique used in this study is a simple linear regression analysis, using the SPSS program. In this study, data analysis was conducted with the aim to test hypotheses in order to draw conclusions.

According to [14] assumption test is an assumption that underlies regression analysis with the

aim of measuring the association or attachment between independent variables. There are 4 testers, namely normality test, multicolarity test, heterokedasticity test and autocorrelation.

Multiple linear regression analysis is the study of the dependence of the dependent variable (bound) with one or more ndependent variables (independent variables/explanatory). The form of multiple regression in this study discusses multiple regression with 2 ndependent variables, namely:  $Y = \alpha + \beta_1X_1 + \beta_2X_2 + \beta_3X_3 + e$

**Hypothesis Test**

Partial Test (t test) is used to test how far the influence of ndependent variables used in this study individually in explaining the partially dependent variable [14]. Simultaneous test (F test) is basically to show whether the independent variables included in the model have the same effect on the dependent variable ndepen-same. And determination test, according to [15] coefficient of partial determination is the coefficient to determine the amount of contribution given each ndependent variable to the dependent variable separately (partial).

**4. RESULT AND DISCUSSION**

**Normality Test**

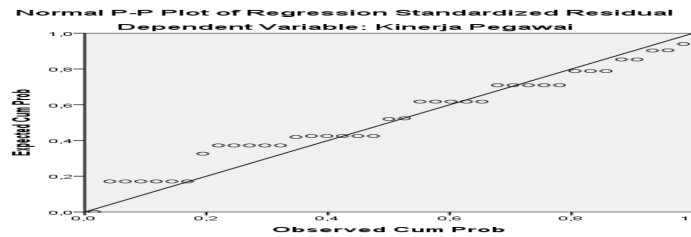


Figure 2. Data Normality Test Results

According to the chart view above we can see both the histrogram chart and the plot chart. Where the histrogram graph provides a distribution pattern deviated to the right, which means that the data is normally distributed. Furthermore, in Figure P the Plot is seen points follow and approach the diagonal line so it can be concluded that the regression model meets the assumption of normality.

**Multicollinearity test**

Table 2 : Multicollinearity test

Model	Coefficients <sup>a</sup>				
	Correlations			Collinearity Statistics	
	Zero-order	Partial	Part	Tolerance	VIF
1 (Constant)					
Motivation	,542	-,144	-,089	,423	2,362
Work Discipline	,388	,566	,417	,713	1,402
Leadership	,659	,668	,544	,485	2,063

a. Dependent Variable: Employee Performance

It is known that the variables of motivation (X3), work discipline (X2) and leadership (X3) have been freed from multicollinearity where each value of VIF is (X1=2.362), (X2=1.402), (X3=2.063) < 4 or 5.

**Heterocedasticity Test**

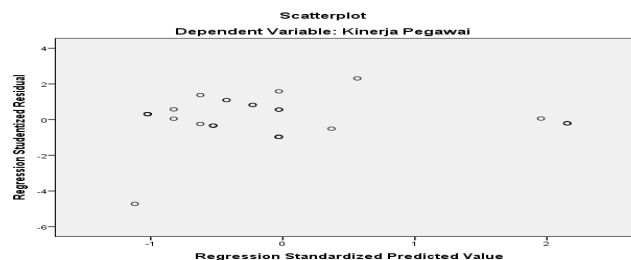


Figure 3. Heteroscedasticity Test Results

Based on the scatterplots output above, it is known that: 1) the scatter data points above and below or around the number 0, 2) the points do not collect only above or only below. 3) the spread of the data points does not form a wavy pattern widens then narrows and widens again. 4) the distribution of data points is not patterned.

### Multiple Regression Test

Table 3 : multiple regression test

Model		Coefficients <sup>a</sup>		Standardized	T	Sig.
		Unstandardized Coefficients	Std. Error	Coefficients		
		B		Beta		
1	(Constant)	-10,104	12,639		-,799	,429
	Motivation	-,249	,288	-,136	-,864	,394
	Work Discipline	,498	,122	,493	4,062	,000
	Leadership	1,495	,282	,781	5,304	,000

a. Dependent Variable: Employee Performance

Based on the table above, it can be arranged regression equation research model is as follows :  $Y = -10,104 + (-0,249X1) + 0,498X2 + 1,495X3$

### Partial test (t test)

Table 4 : t test

Model		Coefficients <sup>a</sup>		Standardized	T	Sig.
		Unstandardized Coefficients	Std. Error	Coefficients		
		B		Beta		
1	(Constant)	10,104	12,639		,799	,429
	Motivation	,249	,288	,336	4,864	,004
	Work Discipline	,498	,122	,493	4,062	,000
	Leadership	1,495	,282	,781	5,304	,000

a. Dependent Variable: Employee Performance

Based on the table above can be explained as follows :

- It is known that the variable X1 is motivation has a significance of 0.004 smaller than 0.05, meaning that motivation has a positive and significant effect on employee performance. From the table above about the effect of motivation (X1) on performance (Y) obtained the value of the count 4.864 > t table 2.030 with a probability of 0.004 sig, greater than  $\alpha = 0.05$ . It can be concluded that motivation (X1) partially has a significant effect on employee performance (Y).
- It is known that the variable X2, namely work discipline, has a significance of 0.00 smaller than 0.05, meaning that work discipline has a significant effect on performance. From the table above about the influence of work discipline (X2) on performance (Y) obtained the value of 4.062 > t table 2.030 with a probability of 0.00 sig, smaller than  $\alpha = 0.05$ . It can be concluded that work discipline (X3) partially has a significant effect on performance (Y).
- It is known that the variable X2 is leadership has a significance of 0.00 smaller than 0.05, meaning that leadership has a significant effect on performance. From the table above about the influence of leadership (X3) on performance (Y) obtained the value of thitung5,304 > ttable 2.030 with a probability of 0.00 sig, smaller than  $\alpha = 0.05$ . It can be concluded that leadership (X3) partially has a significant effect on performance (Y)

### Simultaneous test (F tes)

Table 5 (F test)

Model		ANOVA <sup>a</sup>			F	Sig.
		Sum of Squares	df	Mean Square		
1	Regression	239,513	3	79,838	20,036	,000 <sup>b</sup>
	Residual	139,462	35	3,985		

Total	378,974	38
a. Dependent Variable: Employee Performance		
b. Predictors: (Constant), Motivation, Work Discipline, Leadership,		

Based on the F test table, it is known that there is a significant value of 0.000, this significant value is smaller than 0.05, which means that Motivation, work discipline and leadership have a significant effect on employee performance. When compared with the value of Fhitung Ftabel then produced  $20,036 > 2,870$  so it is concluded that The Motivation, work discipline and leadership significant effect on employee performance.

### Determination test ( $R^2$ )

Table 6 : Determination test

Model	R	Model Summary <sup>b</sup>		
		R Square	Adjusted R Square	Std. Error of the Estimate
1	,795 <sup>a</sup>	,632	,600	1,996
a. Predictors: (Constant), Motivation, Work Discipline, Leadership				
b. Dependent Variable: Employee Performance				

Based on the table above, it is known that the value of Rsquare is 0.632 or equal to 63.2%, meaning that Motivation, work discipline and leadership are able to explain the performance of employees at the Dinas Pengendalian Penduduk Dan Keluarga Berencana Kabupaten Labuhanbatu is 63.2% and the remaining 36.8%.

### Effect of motivation on employee performance

The results showed that the higher the employee's work motivation shown by the achievement of the work completed exceeds the target which means the drive to perform better, and employees are increasingly affiliated with colleagues in achieving the target work, then the performance will be higher as well, and vice versa. This means that any increase in employee motivation will provide a significant increase in employee performance in carrying out their work. The benefits provided are expected to move the motivation of KPP Pratama Wonosari employees in improving their performance so that organizational targets can be achieved.

This is in accordance with the results of [16][17][18] research results show that there is a positive influence between leadership, motivation, and work discipline on employee performance [19][20][21] where the results of his research simultaneously work motivation and work environment have a positive and significant effect on employee performance. The results of this study states that there is an influence of motivation on employee performance. This is in line with the results of previous research [22][23] which shows that motivation affects performance.

### Influence of work discipline on employee performance

The results showed that work discipline partially significant effect on employee performance in the Department of Population Control and Family Planning Labuhanbatu. The results of this study are in accordance with the results of research from [24] which states that work discipline partially has a positive effect on employee performance in the Sub-Department of Hygiene and Urban Planning of the Public Works Department and Road Transport Traffic of Karanganyar regency. Thus it can be concluded that the higher the work discipline in the discipline value criteria of the Tax Office Pratama Wonosari shown by the behavior of employees in the work the more timely come to the office, the more serious and full of responsibility in carrying out the work, and the more employees obey the regulations in force in the company, the employee performance is also higher. This finding is supported by the theory of [25][26][27] which says that discipline is a person's awareness and willingness to obey all organizational rules and applicable norms. This study is also in accordance with the opinion of [28][29] who argued that work discipline had a direct and significant effect on the performance of civil servants in the Government of Tabalong Regency in Tanjung South Kalimantan. Empirical studies in accordance with this study are Zesbandri, SE and Dra. Anik Ariyanti, MM, whose results stated that work discipline has a direct and significant effect on the performance of employees of the Bogor regency BPS Office.

### Influence of leadership on employee performance

The results showed that the KAB stated that leadership has a significant effect on the performance

of employees in the Department of Population Control and Family Planning Labuhanbatu. Leadership significantly affects worker motivation and employee performance. Work motivation affects performance importantly. The leadership needed is leadership that can empower their employees [30]. Leadership that can motivate employees is leadership that can foster confidence from employees in carrying out their duties. Employees [31]. Leadership is an important factor in providing direction to employees, especially in today's time where transparency is the measure [32]. According to [33] in his research related to the influence of leadership taken from the Journal "the influence of financial compensation, leadership, and work motivation on employee performance in manufacturing companies". The purpose of this study is this study aims to determine the relationship between financial compensation, leadership style and motivation to the performance of employees of manufacturing companies.

### **Influence of leadership, motivation and work discipline on employee performance**

Regarding the influence of leadership, motivation and work discipline on employee performance in the Department of Population Control and Family Planning Labuhanbatu, in this study it is clearly proven that there is a simultaneous influence, where the results of the F test can be  $F_{hitung} > F_{table}$  value of  $20.036 > 2.870$  with a significant value of  $0.000 < 0.05$ . Because  $F_{hitung}$  greater than  $F_{table}$  then  $H_0$  accepted and rejected  $H_a$  means there is a simultaneous significant influence between leadership, motivation and work discipline on employee performance in the Department of Population Control and Family Planning Labuhanbatu District. From the results of this study it can be concluded that the higher or better leadership, work motivation, and discipline of employees, it can automatically further improve the performance of employees at the Department of Population Control and Family Planning Labuhanbatu, but it will happen otherwise if there is a decrease then there will also be a decrease in employee performance at the Department of Population Control and Family Planning Labuhanbatu. The results of this study stated that there is a significant influence between leadership, motivation and work discipline on employee performance at the Office of Population Control and Family Planning Labuhanbatu District. This is in line with the results of previous research by [34][35][36][37] which shows that leadership, motivation and work discipline have a significant effect on performance.

### **5. CONCLUSION**

Motivation partially significantly affect the performance of employees at the Dinas Pengendalian Penduduk Dan Keluarga Berencana Kabupaten Labuhanbatu. Partial work discipline significantly affect the performance of employees at the Dinas Pengendalian Penduduk Dan Keluarga Berencana Kabupaten Labuhanbatu. Leadership partially significantly affect the performance of employees at the Dinas Pengendalian Penduduk Dan Keluarga Berencana Kabupaten Labuhanbatu. Motivation, work discipline and leadership simultaneously significantly affect the performance of employees at the Dinas Pengendalian Penduduk Dan Keluarga Berencana Kabupaten Labuhanbatu.

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