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EFFECT OF LEADERSHIP STYLE, MOTIVATION, AND DISCIPLINE ON THE PERFORMANCE OF STAFF IN NORTH BARITO, INDONESIA, RELATED TO BOARD STAFFING AND HUMAN RESOURCE DEVELOPMENT

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Ira Akhmadi, Jamaluddin, Budi Suryadi

Master of Government Science, Lambung Mangkurat University, Indonesia

Abstract

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The lawful framework of the Department of Labor and Human Services the Barito Utara Barito Utara District Regulation No. 2 (BKPSDM) for the year 2016 Decree on the Formation of the North Barito Regency and Its Constituent Parts and North Barito Regency 2016 Organizational Regulation No. 38 North Barito regency organization and function. The rules provide that the Human Resources Agency's and HR's Role, Duties, and Functions The North Barito regency's Office of Local Government Support and Development (BKPSDM) part of BKPSDM North's deployment of personnel management The regency of Barito required excellent service to PNS North Barito. The end result quantitative investigation of BKPSDM North's performance led to these results. Data from residents of the Barito district were analyzed and discussed in light of the results. analysis of how different types of leadership, inspiration, and discipline have an impact on Reporting employee accomplishments to the HR department and planning for future human resource needs Province of North Barito. leadership, motivation, and workplace discipline are partially influenced by substantial impact on Employment Agency and Human Resources North Barito Resource Development Zone Test Results Showing F Variable, Stylistic of leadership, inspiration, and discipline in the workplace, has a major impact when combined on the efficiency of public servants (at the same time). Most preeminent The field of employment with the highest beta coefficient is the variable. other variables.

Keyword: Leadership, inspiration, self-discipline, and staff output are all essential concepts here.

1. Introduction

Regional Human Resource Management Departments are being set up.

Resource development is a means, not an aim, to better society.

productivity, effectiveness, and success as an institution. Furthermore, this fact

It becomes readily apparent when the working mind unit manages employment and

Human resource development entails carrying out subsidiary functions rather than the primary ones.

Simple activities. Working for a company in exchange for financial gain is typically based on

on the assumption that one can achieve many of one's personal goals by joining a company's workforce.

needs, not just in the realm of material goods like food, clothing, and shelter, but also

needs of a material character, as well as wants in the areas of social status,

wants of the mind and heart.

One of the most obvious initial organizational goals is the completion of

goal-attainment and the satisfaction of one's own wishes. Therefore, this is quite fair and considerate.

But to advance one's profession, one must want and be prepared to execute a wide range of tasks.

the changes one must make to become a valued member of society

grouping's structure. As a result, we must wonder if a group's member whose

Those with whom he plans to engage in conversation welcome his presence.

within the context of carrying out the responsibilities assigned to it, which entails

formal and informal ties, both in their functional and more indirect forms

informal in character because of its close connection to one's work responsibilities.

The presence of a working office, whether public or private, in the

group that provides guidance to workers so they can perform well

achieving corporate objectives in a productive and timely manner. Humans have a crucial role.

important in securing adequate funding to ensure long-term growth and prosperity.

Such assistance becomes a significant offer of help. Comparing public and personal spheres

The range of services available to the community members is extensive. For this reason,

on their part in the state's infrastructure. The government, in its role as provider for the

persons who work, providing a needed service to the public. Accordingly, the

Currently, the government must coordinate the delivery of a wide variety of services by

government agencies in order to achieve optimal public service goals and

It will succeed in making people happy.

The government's participation in the provision of services is crucial since the

The government's role in the provision of services is one of implementation.

a wide range of tasks include regulating, guiding, coordinating, and developing new areas. It

is the government to create a civilian agency that is backed by the law and tasked with providing

services to the community at large, and civil servants are one such group.

The Human Resources Administration is one government agency worth thinking about.

Human Resource Management, or BKPSDM for short. Administrative

services officer ends up being a crucial go-between for tracking its history. The

purpose of the Bureau of Labor and Public Service Demographics and Measurement (BKPSDM) is to

assistance with personnel administration. For public servants, this is of critical importance.

that also work for the government. The Agency's administrative duties include

Aside from that, we also offer services related to employment and HRD (BKPSDM).

advancement of government employees, administration of retirement plans, and the establishment of

NIP, Manufacture Karpeg, Government Employees' Assistance Program, etc.

However, it is written that the on Government Regulation No. 18 of 2016 the

SOPD with type A categorization had been applied to the entire regional organization unit.

exceeding 800 under extremely demanding conditions. Scoring between 600 and 800, Type B

400-600 on the Type C Workload Intensity Scale Moderate Workload

are negligible in size. The product of the total with a multiplier representing geographical challenges

¹ Article 107, paragraph 2, letter B, of Regulation No. 18 of 2016 provides the basis for this one-point-one.

Area, population, and other standard metrics like these form the basis of the

various regional budgets. They account for 20% of the total. Furthermore, the technological

Workload variables, such as their relative importance (e.g., 80 percent)

Politics and government. The U.S. Department of Labor's Agency for Human Resources Development

Originally, ¹ II.B (Head) 1 Position Echelon structures were in place in the North Barito district.

¹ Secretary of State (Echelon III, A), Head (Echelon III, B), and Undersecretary (Echelon III, 11)

With a final grade of, ¹ echelon IV.A (Head of Sub Division) was demoted to class C.

Detailed tally: 490 with ¹ 1 position at Echelon II.B (Head) and 1 at ¹ Echelon III.A (Secretary of

Echelon III.B (Head), Echelon IV.A (Head of Sub), and Echelon II (Head of State)

Division).

The success of a company relies heavily on the efforts of its personnel.

goals. It is also important for the employees' own goals to be met.

Getting more out of your employees is the primary gain from their improved performance.

future outcomes with the current workforce size. Employee Position

Many things can affect performance, including human resources.

workplace culture and government regulations. As a rule, it is possible to

claimed that the workforce had been inspired to improve its intellectual presentation.

if we contrast them to people who lack motivation. From a monetary

from an economic point of view, low performance is generally accompanied by high financial costs (high-cost

monetary) ¹ reflects the efficiency or expense of capital.

2. Approaches to Research

When conducting research, quantitative techniques prioritize numerical data.

analytical technique applied to the outcomes of objective measurements. In this context,

quantitative research seeks to aggregate data sets in order to provide explanations for specific phenomena.

phenomenon felt by the populace as a whole (Creswell, 2010). The point is

The goal of quantitative research is to establish causality between population-level factors.

Both descriptive and experimental designs are used in quantitative studies. The

The descriptive measurement was utilized only once in the quantitative investigation. Therefore, the

There is only ever one instance of each relationship between the analyzed variables. While experimental research uses before-and-after measurements to determine a

the connection between what is being studied and what causes it.

This research is a survey since it collects data by selecting a subset of a larger population.

data collecting using surveys. In this study, we tested our basic hypotheses,

This study was an example of an explanatory research, which seeks to explain the

hypothesis testing to determine the causal connection between the variables. Quantity of workers as of the end of October 2018 (up to 40 North American workers).

The Barito regency BKPSDM) included 27 regular government employees and 13 honorary employees. The method used to gather information included 1) direct observation of the phenomenon under inquiry,

2) a questionnaire with multiple choice and open-ended questions; 3) relevant paperwork;

¹
BKPSDM North Barito regency overview.

The analysis of data was conducted taking into account the instrument's validity and reliability.

In particular, multiple regression analysis was used for quantitative analysis.

The significance of leadership is assessed by multiple regression analysis.

influence that management style, inspiration, and discipline

Province of North Barito. The information was statistically analyzed, and

utilizing SPSS 20.0 for Windows to conduct a hypothesis test. Several tests are performed;

tests of multicollinearity, autocorrelation, and the classical assumption

Examining for both heteroskedasticity and normalcy. In order to verify the null hypothesis in

SPSS was used for a multiple regression analysis in this study (Ghozali, 2005;

(2015) (Sugiyono).

3. What We Learned and Why

Leadership is crucial to the success of a business or organization.

It moves and guides the business toward its goals and is a responsibility that is

not simple. This is challenging since they must learn the nuances of each of their subordinates'

behavior. Understanding one's own leadership role and the components of

the capacity to inspire, guide, produce, and lead an activity to success.

share the concept around. When it comes to the views of leadership authorities,

A leader's leadership style is the method by which he or she modifies the actions of followers.

collaborate and produce results for the benefit of the organization (Hasibuan, 2011).

A leader's leadership style is the approach they take to motivating their team.

desire to do what they're supposed to do, in order to get where they're supposed to go.

target goals (Thoha, 2011, Wibowo, 2016). If we accept the concept of

Regardless of one's preferred method of leadership, it is generally agreed that leadership entails the capacity to guide,

motivate and direct others so that they can complete a task on their

awareness and initiative to do something.

The vision is a statement of the long-term objectives of the company. The

A shared vision should be able to bring together competing priorities and streamline the decision-making process.

procedure inside the company. A leader with vision will be able to guide his team through any challenge.

the difficulties faced by the business.

Furthermore, in order to accomplish organizational goals, staff members need to be provided with

the push to get things done right. All these factors are what will make or break

goals; naturally, a leader's inspiration and motivation are inseparable

personnel. Governments rely heavily on incentive, so it's possible that the motive

be interpreted differently by each person depending on their specific location and set of

individual. The Latin root of the word motivation is "to encourage or inspire."

Human resource management's motivational and driving forces are first revealed in

(Hasibuan, 2011) in general and specifically to the subordinates or followers. Motivation

to coordinate efforts, to consider how to best channel subordinates' power and potential, and to

efficiently, successfully completing the set goals and objectives.

Leadership and inspiration should be administered in unison with hard facts. To be sure, the

need self-control on the job. The need for strict adherence to work rules emerged as a prerequisite for

formal and informal outcomes in the workplace. Placed in any organization or

Rules and rules for conduct on the job and in the classroom are essential in any company.

labor discipline's impact on organizations' ability to succeed

goals. Employee management can be educated and motivated through the use of labor discipline.

tools to increase understanding and acceptance of the need to alter one's conduct

abide with all applicable company policies and societal norms (Veithzal, 2009).

Definition of Workplace Discipline: Being Aware of and Willing to Follow All Policies

as well as applicable social norms (Munandar S., 1998). There are three who are irrevocably changed

Working Conditions and Employee Outcomes in the Employment and Human

North Barito's Resource Development Agency. The state of the labor market is

designed to examine some facts about responsibilities and roles, the current

Human Resources (HR) at the Civil Service Agency and HR Overall

The North Barito regency's development is a synthesis of many fields of study.

position/status, and working conditions to encourage better output and

maximizing short- and long-term results based on a five-year strategic blueprint

Regency of North Barito, 2005–2025. The exposure data has been compiled and the results are presented below.

the findings of a study. In this study, we employ variables like Leadership Style,

Descriptive tests of inspiration, self-control, and productivity will be conducted.

Below, Table 1

As shown in Table 1, the lowest possible response to the leadership style variable is

42 people have responded to our questionnaires thus far, with a maximum of

The average number of responses per questionnaire was 55.

The average response from those who went through the deployment process was 47.4

surveys) with a standard deviation of 4.1. The minimum determinant of motivation

The largest number of questionnaire responses we received was 38.

The average number of responses from questionnaires is 60.

The average response was 49.8 (questions were used to generate this average).

in addition to a 6.2 standard deviation. The lowest possible answer to Variable Work Discipline is

The greatest number of responders who filled out the questionnaire was 48.

total number of questionnaire responders is 80, with an average of 65.3

(a mean calculated from questionnaire responses) and a standard deviation of 9.4.

The least number of responses needed to draw a conclusion about Variable Performance is

The maximum number of responders and questionnaires obtained is 24.

The median response rate to our questionnaires is 33.1 (mean of all respondents' responses).

questionnaires were used to collect data, and the mean response time was 4.02 minutes.

As a result of the findings of the exposure tests:

A. The Outcome of the Classical Assumption Test

a. Statistical evidence of multicollinearity

By comparing the value of the Tolerance and the Mean, the issue can be identified.

Coefficient of Variation (CV) and Variance Inflation Factor (VIF)

unbiased factors. The study's multicollinearity test findings are presented in Table 2.

The tolerance value near 1 and the variance inflation factor are shown in Table 2.

(VIF) close to 1, as indicated by a tolerance value of 0.517 for each variable.

Leadership, inspiration, and self-control scored a 0.484/0.546. In addition to VIF,

Worker discipline and inspiration rank at 1.832, and the leadership style at 1,934. A

If the VIF of a regression model is less than, we say that the model is "multiko-free."

10. This eliminates the need to worry about a multiko issue in the regression model, as

use in this research.

b. The Result of a Normality Test

The Normality Test determines if the dependant variable in a regression model is normally distributed.

both the dependent and independent variables follow a normal distribution. An excellent regression

Table 2 shows that the distribution of our data follows a normal or nearly normal model. As proof

Researchers used a Kolmogorov-Smirnov test to confirm the normality of the data shown above.

with the subsequent outcomes:

The results of a Kolmogorov-Smirnov test are shown in Table 3 below; the asymptote

output. sig. A two-tailed p-value of 0.056 or more indicates statistical significance.

with a significance level of 0.05 are considered to be regularly distributed.

c. Heteroskidity in the Results of Tests

To determine if outliers exist in a regression model, a heteroscedasticity test is run.

Inequality residual variance through four graphical representations

The data are dispersed in all directions, both above and below zero, as depicted by the scatterplot.

the Y-axis, and there is a discernible trend in the dispersion statistics. That's why it won't be happening

¹ the regression model is heteroscedastic, so that a good regression model can be utilized to

use employee characteristics such as preferred working environment, communication

leadership, inspiration, and self-control. In order to verify the aforementioned test results

In a test of heteroskedasticity, the researchers found the following.

All of the independent variables have a significant value of > 0.05 , as shown in Table 4.

It lends weight to 0004's method of leading, while inspiration and

Workplace discipline 0028 0000. It follows that their regression model is valid.

can be employed in this investigation without worrying about the existence of heteroskedasticity.

B. Results of Tests of Hypothesis

a. The R² value from the statistical test

A low R² value indicates that the independent factors may adequately explain the dependent

variables have a small range. A number not too far from the average of a group of variables

supplies virtually everything we need to know to make a prediction about the outcome (Ghozali,

2005).

¹
b. Constant, DK, GK, and M as Predictors

¹
Table 5 displays an Adjusted R Square value of 0.810, which corresponds to 81%, indicating that the

variations in performance that can be attributed to differences in leadership, inspiration, and

standards of discipline are at an 81% rate. While the remaining 0.19, or 19%, of variables are not investigated by

authors who write on topics like company culture and leadership.

c. Statistics of Test Results F

The F test was used in a series of parallel analyses to find out whether

All of the hypotheses about how the model's independent variables affect the dependent variable are examined.

simultaneously. The outcomes of statistical tests F are shown in Table 6.

d. Constant, DK, GK, and M as Predictors

The derived F value of 56.417 from the 4:21 table yielded by the tests yielded a

meaninglessness of 0.00. The significance level of the regression model is less than 0.05, so

leadership, drive, and discipline, to some extent,

performance.

First Hypothesis: Leadership Style Affects Employee Outcomes

¹
Ho: There is no correlation between the variables of transactional leadership styles.

limited success.

¹
The transactional leadership style variable is related to

partial performance that varies.

Table 1 shows the results of the hypothesis tests on the leadership style variables (4:22).

be at the 0.004 level of significance. This points to the fact that the effect is both positive and significant.

leadership style component owned less weight on performance due to its low level of significance

than 0.05.

Motivational Influence on Outcomes, Hypothesis 2

Partial variables of motivation do not have an effect on

performance.

The motivational variable does, in fact, affect the partial

performance.

The findings of the third hypothesis test are shown in Table 7; the motivational variables are significantly

value of 0.028 for significance. Meaningful motivation and positive outcomes are indicated.

impact on productivity as a result of personal work discipline factors' statistical significance

0.01 or less.

Third Hypothesis: The Role of the Task at Hand in Inculcating Performance Discipline

Ho: Partial correlations between variables in different occupational disciplines do not exist.

performance.

Interestingly, one can observe a partial inverse relationship between the variables of work discipline and

performance.

Table 7 displays the results of a test of the second hypothesis:

a 0.00 percent chance of happening. This points to the labor discipline and importance of

impact on productivity as a result of factors' significance in work discipline

The ownership stake was less than .05%.

Working with Leadership, Motivation, and Discipline Styles to Improve

Performance

Leadership, inspiration, and self-control are unaffected by contextual factors.

access all of the performance indicators at once.

It's true that factors like "Leadership Style," "Motivation," and "Performance Expectations

Implementing several performance metrics with discipline.

Table 6 displays the results of the test of the fourth hypothesis, with F values of 56.417.

negligible significance (0). That's a good sign that the regression model can be put to use. As a result of

below the 0.05 threshold for significance. Leadership and inspiration can be summed up in a few words:

There is a direct correlation between work discipline and productivity.

C. Statistics from the Test Results t

If the probability value is less than 0.05, as shown in Table 7, then the t test was statistically significant.

If H_a is received and H_0 is not, then H_0 is rejected with a probability of over 0.05.

If H_0 is allowed but H_a is not, then (Ghozali, 2005).

4. Conclusion

Leadership, inspiration, and self-control all have a role in how well an organization functions.

North Barito College's Human Resources and Personnel Board Case Studies

district, we find that the following hold true: 1) a leader's style of management does influence

employee performance, and the effectiveness of the ¹Employee Personnel Board and Resource Development

Humans in the North Barito region, totaling 0.04%, 2) Partial Motivation Displays Substantial

¹employee personnel board's and human resources' productivity

2.8% of North Barito's growth in development, 3) some measure of work discipline

has a major impact on how well Agency Employees do in their jobs, and

North Barito District Human Resource Development (0.28 %, 4) primarily based

F-variable findings for leadership, motivation, and discipline

a combined, considerable impact on the efficiency of government operations

Workers made up 56.48 percent of the total, 5). the most important factor is a factor related to labor

field where beta coefficient is relatively high.

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