

The Influence of Leadership Style towards Employee Performance at the Office of Cooperatives and MSMEs in Palopo City

Muhammad Aqsa¹, M. Risal², Husniawati³

Universitas Muhammadiyah Palopo^{1, 2, 3}

E-mail: muhammadaqsa@umpalopo.ac.id¹, mrisal@umpalopo.ac.id²,
husniawati@student.umpalopo.ac.id³

ABSTRACT

Discipline is one of the benchmarks in seeing the performance of an employee. This study is focused on knowing, analyzing and describing the influence of leadership style variables on work discipline at the Office of Cooperatives and MSMEs in Palopo City. By using the saturated sampling technique, the sample used in this study was 76 respondents. In this study, questionnaires were distributed as a method to obtain data. From the output of SPSS processing, the research shows that the leadership style has a positive and significant impact on the work discipline of the Palopo City Cooperatives and UMKM Office employees.

Keywords: Leadership style, employee performance, Office of Cooperatives and MSMEs Palopo City.

INTRODUCTION

A company's progress is primarily determined by the way the performance of human resources (HR) or employees provides in achieving a company's desired goals. In addition to the system owned by a company, human resources are a significant factor for the company because of human resources' contribution. So the development of a company's progress is due to the quality of human resources that build synergies in the company. Likewise, mutually beneficial relationships should be created between the continuous synergy between the employees and the company (Kusuma Chandra Kirana, 2021). The main problem faced in an organization or company is the level of discipline of the organization or employees. Discipline is one of the benchmarks in seeing the performance of an employee. Discipline for an employee is a form of desire to explore their potential so that it will also have an impact on the company.

Discipline has a vital role as the key to achieving the targets set by the organization or

company. Many things affect an employee's work discipline, including leadership style, leader abilities, exemplary leaders, and many others (Leonita Biovani Pertis Bata, 2018). The low level of discipline in an agency is usually influenced by the low awareness of leaders in carrying out their duties and functions.

In order to enforce work discipline, it is necessary to have an awareness of the supervision that should be carried out by the leadership element so that the goals can be achieved to the maximum (Hasanah, 2018). Besides being a supervisory function, leaders also need to have expertise, skills, and leaders to maintain harmonious relationships between employees so that every employee will work with good discipline. Leadership can ensure employee discipline because leaders are used as role models and role models by their subordinates. In organizing the wheels of government, it is necessary to have leadership souls possessed by a leader, with that it is expected to be able to move and motivate employees to always be in the corridor of obedient discipline so that the desired

goals can be achieved. Pre-research observations conducted by the author saw an indication of a lack of discipline at the Office of Cooperatives and MSMEs of Palopo City. This condition is strengthened, one of which is that sometimes employees come early only to be absent after returning home and vice versa.

Based on the explanation above, the author focuses his research on leadership style and employee performance in this research. So the title of the research was appointed as " The Influence of Leadership Style towards Employee Performance at the Office of Cooperatives and MSMEs in Palopo City ".

Literature review

Work Discipline

Work discipline is an essential part that an employee must show in carrying out their duties and functions in a company (Damri, Marzolina, & Haryetti, 2017). It is directly proportional to the work performance produced; the better an employee in disciplining himself, the better the work performance he gets. Good work discipline illustrates the awareness of the commitment to the task at hand. (Calista, 2020) says that work discipline is a process that shows a person's behaviour towards written and unwritten rules that are carried out in an agency with the hope that work can be done effectively and efficiently. Work discipline is an indicator used by an agency's leadership to see the extent of an employee's awareness of his duties and functions in an agency (Yudi Prawira Jaya & Dewi Adnyani, 2015). Thus, it can be concluded that work discipline is harmony between awareness and willingness of employees to comply with applicable rules and carry out all responsibilities as well as possible. Measurement of work discipline can be seen through several indicators: goals and abilities, exemplary leader; justice; legal sanctions; firmness; human relations (Hasibuan, 2018).

Leadership

Leadership is a series of processes to guide and influence someone to achieve organizational goals (Munawarah, Uhaib, & Nikhrawi, 2020).

Each leader must have a leadership spirit that can guide and direct and influence others (Permana, 2021); (Kamal, 2015). Leadership is a style or design displayed by someone in influencing his followers (Liyas, 2017). As stated by (Hasibuan 2016), there are several indicators in leadership style, including authoritarian, participatory, and delegative leadership.

The Influence of Leadership on Employee Work Discipline

Leadership is very closely related to influencing employee work discipline. Good leadership can have a tangible impact on the level of employee work discipline so that, in this case, the emphasis is on the application and development of innovative and effective leadership styles (Nazar, 2017).

METHOD

Population

In this study, the population selected was the Palopo City Cooperatives and MSMEs employees as the object of research. The data collection method was carried out by distributing questionnaires to the Cooperatives and UMKMN Office of Palopo City, totalling 76 people to distribute questionnaires in February 2021.

Sample

Determination of the sample in this study using a saturated sampling technique, namely the total population and making a sample of all Office of Cooperatives and MSMEs of Palopo City, totalling 76 employees.

Types of research

This research is a type of quantitative research and uses a field approach. This type of quantitative research views that phenomena can be classified, relatively fixed, concrete, observable, measurable and the relationship of symptoms is causal.

Data analysis method

After the data is collected, then the data is analyzed using data processing techniques. The

data analysis used by the author in this study aims to answer the questions listed in the identification of the problem. This study uses statistical methods using the IMB SPSS Statistics 21 software.

RESULT and DISCUSSION

Research results

The results of the analysis of the coefficients of the regression model as listed in table 1 below:

Table 1. Regression coefficient

1	Model	Unstandardized Coefficients	
		B	Standard Error
	Constant	33,126	4,188
	Leadership Style	,335	,150

Source: processed data, 2021

Table 1 shows the results of data processing on the SPSS 21 software. Thus, in this study, the similarities between leadership style and work discipline can be written as follows:

$$Y = 33.126 + 0.355GK.$$

Referring to the equation above, it can be written that the constant value is 33.126. This value shows that leadership style does not affect work discipline by 33.126. This condition indicates that other variables besides leadership style are not included in this study but affect the work

discipline of the Office of Cooperatives and MSMEs in Palopo City.

The leadership style in the regression coefficient table has a value of 0.355. Based on this value, the leadership style variable positively influences employee work discipline at the Office of Cooperatives and MSMEs in Palopo City. It means that the work discipline of the Office of Cooperatives and MSMEs of Palopo City will increasingly show progress if the leadership style applied is also getting better.

Table 2. t-test results

Model	t	Sig.
(Constant	7,909	,000
Leadership Style	2,372	0.020

Source: processed data, 2021

The regression results from several tests or t-tests conducted using the social science statistical software program (SPSS) 21 showed that the leadership style variable had a significant value or effect on the work discipline variable. The

score is lower than the alpha level of 0.05, where the leadership style variable is 0.020. So it can be said that if we want to improve employee work discipline, one way that we can do it is to improve or adopt a good leadership style.

Table 3. Results of the Coefficient of Determination

Model	R	R Square	Adjusted R Square	Std. The error of the Estimate
1	,266a	,071	0.058	1.28652

Source: processed data, 2021

Using the calculation results of SPSS 21 software in table 3 of the coefficient of determination, the value of R Square is 0.071, or the equivalent contributes 7.1%. Thus, it can be

concluded that the leadership style variable influences the level of work discipline of the Palopo City Cooperatives and MSME employees by 7.1%, the remaining 92.9% is influenced by

other things which are not included in the model to be studied.

Discussion

Leadership style affects employee discipline

Referring to the results in data processing using SPSS 21 software, it was found that the leadership style influenced the work discipline variable significantly with a positive direction in the Office of Cooperatives and MSMEs in Palopo City. This has something to do with research (Gilang Yulizar, 2020) with the title "The Influence of Leadership Style on Work Discipline in the Office of the Central Executive Board of the Indonesian Technical Personnel Association", which revealed the results that the leadership style variable on work discipline had a significant influence. In contrast to Rizal & Radiman (2019) research with the research title "The Influence of Motivation, Supervision and Leadership on Employee Work Discipline", the results show that leadership style has a negative but still significant direction on work discipline.

Conclusions and suggestions

Conclusion

The discussion of this research has given results, so it can be concluded that the leadership style has a positive and significant influence on the work discipline of employees in the official office. This study also found that leadership style contributed very little in explaining the influence on employee work discipline, which was only 7.1%. So, in addition to leadership style, other things are needed to improve employee performance at the Office of Cooperatives and MSMEs in Palopo City.

Suggestion

Referring to the output and exposure of the research results, the author tries to propose and provide suggestions in the form of:

1. There is a need for improvement in terms of leadership style. It needs to be done so that employee discipline will increase so that services will also experience improvement.
2. Many shortcomings are contained in this study, so that it is hoped that future

researchers can include additional variables besides leadership style.

3. The results of this study are expected to be used as a reference for other researchers if they want to examine the relationship between leadership style and work discipline.

REFERENCES

- Calista, A. (2020). Pengaruh Gaya Kepemimpinan Terhadap Disiplin Kerja Karyawan Pada Kantor Kesatuan Pengelolaan Hutan Produksi Unit IV Meranti Kecamatan Tungkal Jaya, 3(1), 1–11.
- Damri, Z., Marzolina, M., & Haryetti, H. (2017). Pengaruh Komitmen Organisasi, Kepuasan Kerja, dan Kepemimpinan terhadap Disiplin Kerja Pegawai Biro Administrasi Pemerintahan Umum Provinsi Riau. *Jurnal Online Mahasiswa Fakultas Ekonomi Universitas Riau*, 4(1), 656–666.
- Gilang Yulizar, A. G. (2020). Pengaruh Kepemimpinan Terhadap Disiplin Kerja Di Kantor Dewan Pengurus Pusat Asosiasi Tenaga Teknik Indonesia. *E-Proceeding of Management*, 7(2), 3771.
- Hasanah, N. (2018). Pengaruh Gaya Kepemimpinan Dan Motivasi Kerja Terhadap Disiplin Kerja Karyawan Treepark Hotel Banjarmasin (Studi Kasus Pada Intro Bistro). *Jurnal Ilmiah Ekonomi Bisnis*, 4(1), 69–76.
<https://doi.org/10.35972/jieb.v4i1.190>
- Hasibuan. (2016). *Manajemen Sumber Daya Manusia*. Jakarta: Bumi Aksara.
- Hasibuan. (2018). *Manajemen Sumber Daya Manusia*. Jakarta: Bumi Aksara.
- Kamal, M. B. (2015). Pengaruh Kepemimpinan dan Pengawasan Terhadap Disiplin Kerja Karyawan Pada PT. Perkebunan Nusantara III (Persero). *Ekp*, 13(01), 61–70.
- Kusuma Chandra Kirana, A. S. P. (2021). Pengaruh Kepemimpinan, Kompensasi Dan Motivasi Kerja Terhadap Kinerja Karyawan

- PT. JAK. *Jenius*, 4(3), 285–297.
- Leonita Biovani Pertis Bata, A. P. (2018). Pengaruh Kepemimpinan Dan Budaya Organisasi Terhadap Disiplin Kerja (Studi Kasus Pada Usaha Tenun Dan Batik Toraja Di Magelang). *Jurnal Ilmu Administrasi Bisnis*, 7(5), 88–97.
- Liyas, J. N. (2017). Pengaruh Kepemimpinan Terhadap Disiplin Kerja Karyawan Pada PT. Bank Syariah Mandiri. *JEBI (Jurnal Ekonomi Dan Bisnis Islam)*, 2(2), 122–129.
- Munawarah, M., Uhaib, & Nikhrawi. (2020). Pengaruh gaya kepemimpinan terhadap disiplin kerja pegawai pada kecamatan candi laras utara kabupaten tapin.
- Nazar, A. F. (2017). Pengaruh Kepemimpinan Terhadap Disiplin Kerja Pada Posmetro Mandau Duri, 7, 237–244.