

The Role Of Leadership And Discipline On Employee Performance

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Abstract. This study seeks to examine the impact of the work environment, leadership, and work discipline on the performance of PT personnel. Mount Merbabu Semarang Branch Office operates partially and simultaneously. This is a quantitative study that collects primary data from respondents via questionnaires, yielding 62 data points. This study's data analysis methods include descriptive analysis, multiple linear regression, t test, F test, and coefficient of determination test. The study's findings indicate that PT staff performance is influenced by their work environment, leadership, and work discipline. BPR Gunung Merbabu Semarang Branch Office, partially or concurrently.

Keywords: Work Environment, Compensation, Work Discipline And Performance

INTRODUCTION

Employee performance, or whether people meet their job goals, has a significant impact on the organization's success. Performance becomes an achievement when work outputs exceed set requirements (Rahayu, 2021), and it becomes a universal concept for measuring the efficacy of employee actions in relation to established standards (Rahayu, 2022).

Leadership considerations can influence performance by providing financial and non-financial rewards for services rendered. Leadership can also be used to show appreciation for employees who have displayed a sense of responsibility for their work, making them feel more devoted to the organization. Companies should expect their staff to perform better if they provide this type of leadership.

Work discipline is the next factor that affects performance. Work discipline develops the practice of conforming to current provisions/rules. Work discipline will ensure that business operations function smoothly and according to plan. If discipline is applied, this can affect performance. Discipline has a major impact on human resource development (Rahayu, 2022).

In order to enhance human resources, PT. Gunung Merbabu Semarang Branch Office discovered that numerous staff were still working only to the minimum requirements that they should be able to exceed. Companies have the difficulty of achieving maximum performance from their staff.

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THEORETICAL STUDY

Leadership

Leadership is how to influence other people (Rahayu, 2023). Transformational leadership is defined as a leadership style that changes and inspires employees to exceed their expectations through motivation and fulfilling higher levels of needs (Rahayu, 2022). Transformational leaders are able to create significant changes in the performance and attitudes of their followers by influencing, motivating, and offering themselves as examples to follow (Yusuf, 2022).

Work Discipline

Discipline is a condition that is manifested from a series of behavioral values of obedience, obedience, loyalty, regularity and order (Yusuf, 2023). This is not a personal burden, but will actually become a burden if not implemented properly. Discipline is the act of consciously obeying rules according to your conscience (Rahayu, 2020).

RESEARCH METHODS

This is quantitative research, which involves watching research items to collect pertinent data. This study investigates the effects of the work environment, leadership, and work discipline on the performance of PT personnel. Mount Merbabu's Semarang Branch Office.

The research population consists of all 62 employees of PT. Gunung Merbabu, Semarang Branch, who serve as the sample. Questionnaires and interviews were employed to obtain the data. This study's indicators include discipline when arriving and leaving work, discipline in finishing work, discipline in following work norms, discipline in respecting leadership commands, and discipline in collaborating (Kushendar, 2022).

The research data was examined for validity and reliability. The data was evaluated using different test techniques, including multiple linear regression, t test, F test, and coefficient of determination.

RESULTS AND DISCUSSION

F test

Data indicates that the work environment, leadership, and discipline all have a consistent impact on the performance of PT staff. Mount Merbabu Semarang Branch Office,

as evidenced by the estimated F value $> F$ table ($170.167 > 2.70$). Employee performance is significantly influenced by work environment characteristics, leadership, and work discipline, according to the study's findings.

Koefisien Determinasi

**Table 1 Determination Coefficient
Test Results**

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.622 ^a	.736	.733	.637
a. Predictors: (Constant), Work Discipline, Leadership,				

The adjusted R Square (R²) value is 0.733, indicating that the independent variables work environment (X1), leadership (X2), and work discipline (X3) influence the dependent variable employee performance (Y) at PT. Mount Merbabu, Semarang Branch Office by 73.3%, with the remaining 27.7% attributed to other external factors. These factors include job satisfaction, motivation, welfare, and so on.

CONCLUSIONS AND RECOMMENDATIONS

The analysis of research findings leads to the conclusion that leadership influences the performance of PT personnel. BPR Gunung Merbabu Semarang Branch Office, as demonstrated by the estimated t value $> t$ table ($7.306 > 1.675$). Leadership affects the performance of PT personnel. BPR Gunung Merbabu, Semarang Branch Office, as indicated by the estimated t value $> t$ table ($3.770 > 1.675$). Work discipline affects the performance of PT personnel. BPR Gunung Merbabu Semarang Branch Office, as demonstrated by t count $> t$ table ($2.776 > 1.675$). The work environment, leadership, and work discipline all have an impact on employee performance at PT. BPR Gunung Merbabu Semarang Branch Office, as seen by the calculated F value $> F$ table ($170.167 > 2.70$).

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