

The Influence of Leadership Style, Work Discipline and Non-Physical Work Environment on the Performance Employee

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ABSTRACT

This study aimed to analyze how much influence leadership style, work discipline, and non-physical work environment influence employee performance. This research was conducted in BULOG Center South Jakarta. Data was taken by distributing questionnaires. Data processing using descriptive and inferential analysis using SPSS statistical tools 17. The sampling technique uses the formula Slovin. Based on data management by using descriptive analysis of the results obtained following regression equation $Y = 10\ 172 + 0.268 X_1 + 0.147 X_2 + 0.254 X_3$. The results showed leadership style (X1), Work Discipline (X2), and Working Environment Non-Physical (X3) indicate the value of the coefficient of determination (R²) of 0.311, suggesting that the contribution of leadership style, work discipline, and non-physical work environment on employee performance of 31.1%. Based on these results there is a significant and positive influence. While the rest were influenced by other factors not examined. The benefits of this research are that it is useful for educational institutions, the public, or other companies who require information about the results of research on leadership style, work discipline, and non-physical work environment that affect the performance of employees at BULOG Center, South Jakarta. And can improve employee performance to be better than before.

Keywords: Leadership Style, Work Discipline, Non-Physical Work Environment, and Employee Performance.

INTRODUCTION

Human resources are one of the most important parts in the success of an organization or company, therefore employees must get special attention because employees are life assets that need to be maintained and developed. Creating high performance requires optimal work improvement and being able to utilize the potential of human resources owned by employees to create organizational goals, so that it will have a positive influence on organizational development. In addition, organizations need to pay attention to various factors that can affect employee performance, to get quality human resources and produce good performance. This can be influenced by several factors, namely leadership style, work discipline and non-physical work environment. Therefore, the human resource factor in practice is very necessary, and if processed properly will be more effective and efficient in achieving organizational goals.

Human resource management according to Hasibuan (2006: 9) said that: "Science and art regulate the process of utilizing human resources and other resources

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effectively and efficiently to achieve certain goals". Human Resource Management is a process of handling various problems in the scope of employees, employees, laborers, managers, and other workers to be able to support organizational or company activities in order to achieve predetermined goals. The part or unit that usually takes care of HR is the human resources department or in English called *HRD* or *Human Resource Department*.

METHOD

The research method used in this study is quantitative research with a regression analysis approach. The object of this research is an employee at Perum BULOG Pusat, South Jakarta. The source of the data is obtained through the distribution of questionnaires to randomly selected employees. The population in this study is all employees at Perum BULOG Pusat, South Jakarta. Sampling is carried out using the Slovin sampling technique. The data collection technique was carried out by distributing questionnaires to respondents consisting of employees at the Central BULOG Perum.

The collected data was then analyzed using descriptive statistical techniques to describe the characteristics of the variables studied as well as inferential analysis using multiple linear regression through SPSS statistical software version 17.0 to test the research hypothesis. The hypothesis tested is that leadership style, work discipline, and non-physical work environment have a positive and significant effect on employee performance at Perum BULOG Pusat, South Jakarta.

A hypothesis is a question that is provisional and requires further proof. Hypothesis is an important part of research because it can connect theory and observation and vice versa. The hypotheses in this study are:

1. It is suspected that the Leadership Style has a positive and significant effect on the performance of employees of the South Jakarta central BULOG company.
2. It is suspected that Work Discipline has a positive and significant effect on the performance of employees of the central BULOG company in South Jakarta.
3. It is suspected that the Non-Physical Work Environment has a positive and significant effect on the performance of employees of the central BULOG company in South Jakarta.

RESULTS AND DISCUSSION

Based on the results of the research conducted, it was found that the largest Standardized Coefficient Beta was found in the leadership style variable, followed by a non-physical work environment and the lowest was work discipline, which means that the leadership style applied by the company has a positive influence on employee performance at Perum BULOG Pusat South Jakarta. While work discipline is at the lowest or third level that needs to be considered to improve employee work discipline in the personnel section of the Central Bulog Company in South Jakarta. Based on the results of multiple linear regression analysis using the SPSS 22.0 program, the following results were obtained:

There is a positive and significant influence of Leadership Style on Employee Performance

Based on the results of the research conducted, a multiple linear regression equation was obtained as follows: $Y = 10.172 + 0.268 X_1 + 0.147 X_2 + 0.254 X_3$

This result shows that the Leadership Style (X_1) affects employee performance (Y) by 26.8%, meaning that the Leadership Style applied by the company has a positive but not too big influence on employee performance at the South Jakarta Central Bulog

Company. According to Veithzal (2012: 41). "Leadership style has a positive and significant effect on employee performance, a good leadership style will have an impact on high employee performance." The results of this study also support previous research conducted by Sarita Permata Dewi (2012) entitled *The Influence of Internal Control and Leadership Style on the Performance of Yogyakarta Gas Station Employees*, resulting in the conclusion that leadership style has a positive and significant effect on employee performance. Based on the results of hypothesis testing in the analysis, it was found that a significant level of 0.05 ($0.00 < 0.05$) means that Leadership Style has a positive and significant effect on employee performance at Perum BULOG Pusat, South Jakarta.

There is a positive and significant influence of Work Discipline on Employee Performance

The results of the multiple linear regression equation also show that Work Discipline (X_2) affects employee performance (Y) by 14.7%, meaning that Work Discipline applied by the organization has a positive but not too big influence on employee performance at Perum BULOG Pusat, South Jakarta. According to Hasibuan (2006: 193) "Discipline is an awareness and willingness of a person to obey all applicable rules and social norms." The results of this study also support the results of previous research conducted by Joko Sarwanto (2008) resulting in the conclusion that work discipline has a positive and significant effect on employee performance. The results of the hypothesis test for the work discipline variable were obtained that the significant level of 0.05 ($0.027 < 0.05$) means that Work Discipline has a positive and significant effect on employee performance at Perum BULOG Pusat, South Jakarta.

There is a positive and significant influence of the Non-Physical Work Environment on Employee Performance

The results of the multiple linear regression equation show that the non-physical work environment (X_3) affects employee performance (Y) by 25.4%, meaning that the non-physical work environment implemented by the company has a positive influence on employee performance at Perum BULOG Pusat, South Jakarta. According to Sedarmayanti (2009: 21) the non-physical work environment has an important influence on the process of forming attitudes to achieve quality work results among workers including work relationships, both with superiors and fellow colleagues or relationships with subordinates.

These results also support previous research conducted by Arifin, Ajidwi (2010) non-physical work environment has a positive and significant influence on employee performance. The results of the hypothesis test of non-physical work environment variables that the significant level of 0.05 ($0.003 < 0.05$) means that the non-physical work environment has a positive and significant effect on employee performance at Perum BULOG Pusat, South Jakarta.

CONCLUSION

Based on the results of a study involving 133 respondents at Perum BULOG Pusat, South Jakarta, it can be concluded that leadership style, work discipline, and non-physical work environment have a positive and significant influence on employee performance. These findings show that effective leaders, high work discipline, and a conducive work environment can increase employee motivation and productivity. Suggestions for improvement include strengthening communication between leaders and employees to increase trust and engagement, encouraging work discipline through tighter supervision and rewarding employees who meet disciplinary criteria, and paying attention to safety and supervision aspects in the work environment to create safe and comfortable conditions for employees.

In addition, to achieve better results in improving employee performance, it is recommended that Perum BULOG Pusat also consider other factors that can affect performance, such as procurement, maintenance, and human resource development. Holistic management of these factors can help companies create a work environment conducive to employee growth and development, thereby increasing efficiency and effectiveness in achieving organizational goals. Thus, the implementation of these suggestions is expected to bring significant improvements in the performance of employees of the Central BULOG Company and increase the company's competitiveness in the market.

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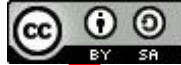
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