

## The Effect of Leadership Style and Work Discipline on Employee Performance at the Sultan Bantilan Class III Meteorological Station Office, Tolitoli Regency Central Sulawesi Province

Pengaruh Gaya Kepemimpinan Dan Disiplin Kerja Terhadap Kinerja Pegawai Pada Kantor Stasiun Meteorologi Kelas Iii Sultan Bantilan Kabupaten Tolitoli Provinsi Sulawesi Tengah

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### Abstract

*This study aims to analyze the influence of leadership style and work discipline on employee performance at the Sultan Bantilan Class III Meteorological Station Office, Tolitoli Regency, Central Sulawesi Province. With quantitative research methods, data is collected through questionnaires distributed to employees. The results of the analysis showed that there was a significant positive influence between leadership style and work discipline on employee performance. An effective leadership style is able to motivate employees, while high work discipline contributes to improved work performance. This research makes an important contribution to human resource management in government agencies, with recommendations to increase employee motivation and discipline to achieve optimal performance.*

**Keywords:** Leadership Style, Work Discipline, and Employee Performance

### Abstrak

Penelitian ini bertujuan untuk menganalisis pengaruh gaya kepemimpinan dan disiplin kerja terhadap kinerja pegawai di Kantor Stasiun Meteorologi Kelas III Sultan Bantilan, Kabupaten Tolitoli, Provinsi Sulawesi Tengah. Dengan metode penelitian kuantitatif, data dikumpulkan melalui kuesioner yang dibagikan kepada pegawai. Hasil analisis menunjukkan bahwa terdapat pengaruh positif yang signifikan antara gaya kepemimpinan dan disiplin kerja terhadap kinerja pegawai. Gaya kepemimpinan yang efektif mampu memotivasi pegawai, sedangkan disiplin kerja yang tinggi berkontribusi pada peningkatan hasil kerja. Penelitian ini memberikan kontribusi penting bagi manajemen sumber daya manusia di instansi pemerintah, dengan rekomendasi untuk meningkatkan motivasi dan disiplin pegawai guna mencapai kinerja yang optimal.

**Kata Kunci:** Gaya Kepemimpinan, Disiplin Kerja, dan Kinerja Pegawai.

### INTRODUCTION

Employees are the main assets of the organization and have a strategic role in the organization, namely as thinkers, planners, and controllers of organizational activities. In order to achieve organizational goals, employees need

motivation to work more diligently and have quality and quantity performance. Seeing the importance of employees in the organization, employees need to pay more serious attention to the tasks they are doing so that the organization's goals are achieved. An organization is formed to

achieve a common goal, but to achieve the goal effectively, good and correct management is required. Management is a process to make activities carried out efficiently and effectively with and through other people. Efficient shows the relationship between input and output by looking for minimum resource costs, while effective shows the meaning of achieving a predetermined goal. Human resources are the most important factor for the Sultan Bantilan Class III Meteorological Station Office, Tolitoli Regency, Central Sulawesi Province in order to advance efforts to achieve the goal of forming and establishing the Institution (Hasibuan, 2020:82). Human resources are one of the main driving factors in every activity of the Sultan Bantilan Class III Meteorological Station Office, Tolitoli Regency, Central Sulawesi Province for the continuity of the progress and retreat of government institutions.

According to Mas'ud (2019:23) leadership is indispensable for an organization in determining the progress and decline of an organization, and no organization can progress without good leadership. Without leadership, the organization is just a collection of disorganized people. Thus, leadership in an organization is very important in achieving organizational goals and progress. Leadership can play a role in protecting some issues of improper organizational management, such as:

## **METHOD**

Quantitative research has three characteristics in the field, namely research from beginning to end is fixed, so that it will experience the same title of the research report. Develop previously discovered problems. And the problem will be different when in the field because it has been

distribution of power that is an obstacle to effective action, lack of various resources, procedures that are considered bad, and organizational problems that are more fundamental. Because of the central role of leadership in the organization, complex dimensions of leadership need to be understood and studied in a coordinated manner, so that leadership roles can be carried out effectively.

According to Handoko, (2019:17), Seeing that discipline is an attitude of respect, appreciation, obedience, and obedience to applicable regulations, both written and unwritten and being able to carry them out and not avoid receiving sanctions if he violates the duties and authorities given to him. Work discipline in government agencies is also an important factor that can affect employee performance. Of course, every individual must obey every regulation in a government agency, not only for his subordinates but also for his leaders, because if the leader obeys the regulations in government agencies, of course as a subordinate will also follow a leader and vice versa. Without good work discipline, government agencies will not run smoothly according to what is planned / goals of government agencies. Therefore, work discipline is very important to be carried out by a leader and subordinates so that work results can be maximized and employees always provide appropriate and good performance as well.

confirmed by the reality found (Nurwulandari and Darwin, 2020).

In this study, the data analysis test uses multiple linear regression analysis because it has two independent variables and one bound variable. According to Ghazali, (2018:46) "the multiple regression model is used to test the influence of independent variables on bound variables, in multiple

regression of free variables that are calculated to have an effect on  $b_{bound}$  variables, which number more than one".

Multiple linear regression formulations:

$$Y = a + b_1X_1 + b_2X_2 + e$$

Description:  $e$  =

Constant (state before being affected by other variables)

Regression Coefficients Line

Leadership Style

Work Discipline

Error (Variable not included in the model)

$Y$  = Employee Performance

## RESULT

The validity test on the research can be carried out in the following ways: Comparing the calculated  $r$  number and the  $r$ -table. The value of  $r$ -count greater than the value of the  $r$ table then, an item with a valid value and vice versa if  $r$ -count smaller

than  $r$ -table So from the item said invalid. If the value of  $R$  is calculated by using the SPSS version 24.0, then the  $r$ table value is searched by looking at the  $r$ table table. To get the value of the table can be done in the way of  $40 - 2 = 38$ . The results of the validity test in the study are:

**Table 1.** Results of the Validity Test of Leadership Style Variables ( $X_1$ )

Statement	RHitung	Table	Information
Statement 1	0,563 reviews	0,3120	Valid
Statement 2	0,687	0,3120	Valid
Statement 3	0,675	0,3120	Valid
Statement 4	0,377	0,3120	Valid
Statement 5	0,605	0,3120	Valid

*Data source: SPSS.24.0,2024 analysis results*

Based on the table above, it is known that the calculation number for the Leadership Style variable ( $X_1$ ) in the first statement is 0.563, the second statement is 0.687, the third statement is 0.675, the fourth statement is 0.377, the fifth statement is 0.675 and the sixth statement is 0,649.

Where it shows that every statement on the leadership style variable can be stated by the validity test value, which is valid because the value of the calculation  $>$   $r$ table, in other words the value of the calculation is greater than the  $r$ table.

**Table 2.** Results of the Validity Test of Work Discipline Variables ( $X_2$ )

Statement	RHitung	Table	Information
Statement 1	0, 770	0,3120	Valid
Statement 2	0,861	0,3120	Valid
Statement 3	0,838	0,3120	Valid
Statement 4	0,900	0,3120	Valid

*Data source: SPSS.24.0,2024 analysis results*

Based on the table above, it is known that the calculation number for the Work Discipline variable ( $X_2$ ) in the first

statement is 0.770, the second statement is 0.861, the third statement is 0.838, the fourth statement is 0.900 and the fifth

statement is 0.912. Where it shows that every statement on the Work Discipline variable can be stated by the validity test value, which is valid because the value of

the calculation  $>$   $r_{table}$ , in other words the calculation value is greater than the  $r_{table}$ .

**Table 3.** Results of the Validity Test of Employee Performance Variables (Y)

Statement	RHitung	Table	Information
Statement 1	0, 836 reviews	0,3120	Valid
Statement 2	0,746	0,3120	Valid
Statement 3	0,866	0,3120	Valid
Statement 4	0,855	0,3120	Valid
Statement 5	0,871	0,3120	Valid

*Data source: SPSS.24.0,2024 analysis results*

Based on the table above, it is known that the calculation numbers for the Employee Performance (Y) variable in the pertman statement are 0.836, the second statement is 0.746, the third statement is 0.866, the fourth statement is 0.855 and the fifth statement is 0.871. Where it shows that every statement on the variable of Employee Performance at the Sultan Bantilan Class III Meteorological Station Office, Tolitoli Regency can be stated with a validity test value, which is valid because the value of

the calculation  $>$   $r_{table}$ , in other words the calculation value is greater than the table.

#### Reality Test Results

The results of this test were carried out by comparing the numbers on *Cronbach Alpha* and then comparing them with the value provisions of *Cronbach Alpha*  $>$  0.60. If the score on *Cronbach Alpha* that has been obtained from the calculation results of the SPSS program is greater than 0.60, then it is concluded that the questionnaire is said to be reliable.

**Table 4.** Reliability Test Results

Variable	Cronbach's Alpha	Value Standar d	Information
Leadership Style (X1)	0,926	0,60	Reliable
Work Discipline (X2)	0,908	0,60	Reliable
Employee Performance (Y)	0,883	0,60	Reliable

*Data source: SPSS.24.0,2024 analysis results*

Based on the table above, it is obtained with *Cronbach's alpha* value in each of the research variables with a value greater than 0.60. This can mean that the entire statement of all the variables that have been used in this study is reliable so

that it can be used as a measuring tool, in other words, it can be said that this research instrument used in the function of the study does not cause a double meaning in the study.

#### Multiple Linear Analysis Results

Multiple linear analysis is used to

answer the hypothesis whether Leadership Style and Work Discipline partially and simultaneously affect Employee Performance at the Sultan Bantilan Class III

Meteorological Station Office, Tolitoli Regency, Central Sulawesi, which can be explained in the table below.

**Table 5.** Multiple Linear Regression Analysis Test Results

Independent variable	Untandardized Coefficients		Standardized Coefficients		
	B	Std. Error.	Beta.	T	Sig
(Constant)	2,015	5,225		,386	,702
Leadership Style	,141	,132	,183	2,068	,032
Work Discipline	,332	,112	,377	2,975	,005

a. Dependent Variable: Employee Performance *Source: SPSS 24.0 Data, 2024*

Based on the results of the binary linear regression analysis in the table above, the regression equation is obtained as follows:

$$Y = 2,015 + 0.141 X_1 + 0.332 X_2 + e$$

Thus, the interpretation of the regression equation above is as follows:

- 1)  $a = 2.015$  is a kostant number that shows the magnitude of the value of Employee Performance at the Sultan Bantilan Class III Meteorological Station Office, Tolitoli Regency, Central Sulawesi, if the three variables, namely Leadership Style ( $X_1$ ) and Work Discipline ( $X_2$ ) are equal to zero or do not have a significant influence relationship.
- 2)  $b_1 = 0.141$  is a number that shows the value of the beta coefficient for the leadership style variable at the Sultan Bantilan Class III Meteorological Station Office, Tolitoli Regency, Central Sulawesi, with a significant value of 0.032 thus it can be concluded that in this study, the leadership style variable has a significant effect on the performance of the employees of the Sultan Bantilan Class III Meteorological Station Office, Tolitoli Regency, because the value of

0.032 is smaller than 0.05 so Leadership style variables have an influence on Employee Performance at the Sultan Bantilan Class III Meteorological Station Office, Tolitoli Regency, Central Sulawesi.

- 3)  $B_2 = 0.332$  is a number that indicates the value of the beta coefficient for the variable of work discipline at the Class III Meteorological Station Office of Sultan Bantilan, Tolitoli Regency, Central Sulawesi, with a significant value of 0.005, thus it can be concluded in this study, the variable of work discipline has a significant effect on the Performance of Employees of the Class III Meteorological Station Office Sultan Bantilan, Tolitoli Regency, Central Sulawesi, because the value of 0.005 is smaller than 0.05 so that it has an influence on Employee Performance at the Station Office Meteorology Class III Sultan Bantilan Tolitoli Regency. In this study, the most dominant work discipline variable has an influence on Employee Performance at the Sultan Bantilan Class III Meteorological Station Office, Tolitoli Regency, Central Sulawesi, where the significant value is less than 0.05 compared to the leadership style

variable has an influence on the Employee Performance of the Sultan Bantilan Class III Meteorological Station Office Tolitoli Regency, Central Sulawesi with a significant value less than 0.05 so that it has an influence on Employee Performance.

## **DISCUSSION**

Based on the results of the above data processing for the test completely and simultaneously in this study, namely the variables of leadership style and work discipline and employee performance at the Sultan Bantilan Class III Meteorological Station Office, Tolitoli Regency, Central Sulawesi. The results of the discussion in the study are as follows:

### **The Partial Effect of Leadership Style on Employee Performance at the Sultan Bantilan Class III Meteorological Station Office, Tolitoli Regency, Central Sulawesi.**

The variable of employee leadership style at the Sultan Bantilan Class III Meteorological Station Office, Tolitoli Regency, Central Sulawesi, with a significant value of 0.032 thus the results of this study can be concluded in this study that the Leadership Style variable partially has a significant effect on employee performance at the Sultan Bantilan Class III Meteorological Station Office, Tolitoli Regency, Central Sulawesi, because it has a significant value of 0.032 less than 0.05 so that the variable of leadership style has an influence on the performance of employees at the Sultan Bantilan Class III Meteorological Station Office, Tolitoli Regency, Central Sulawesi. This is in line with research conducted by Danil Siregar, (2022) with the results of the study showing that leadership style has a partial influence on employee performance at the Southeast Padang Sidempuan Sub-district Office. In line with research conducted by Ellisayah Mindari (2020), the results of the study show

that the work leadership style of employees at the Cambai District Office is able to improve employee performance, so that in this case the leadership style partially has an influence on employee performance at the Cambai District Office. So with the research conducted by Denok Sunarsi (2018), with the results of the study showing that leadership style has a partial effect on employee performance on CV. Usaha Mandiri Jakarta.

### **The Effect of Partial Work Discipline on Employee Performance at the Sultan Bantilan Class III Meteorological Station Office, Tolitoli Regency, Central Sulawesi**

The variable of employee work discipline at the Sultan Bantilan Class III Meteorological Station Office, Tolitoli Regency, Central Sulawesi with a significant value of 0.005, thus the results of this study can be concluded in this study that the work discipline variable partially has a significant effect on employee performance at the Sultan Bantilan Class III Meteorological Station Office, Tolitoli Regency, because it has a significant value of 0.005 less than 0.05 so that the variable Work discipline has an influence on the performance of employees at the Sultan Bantilan Class III Meteorological Station Office, Tolitoli Regency, Central Sulawesi. This is in line with research conducted by Danil Siregar, (2022) with the results of the study showing that work discipline has a partial influence on employee performance at the Southeast Padang Sidempuan Sub-district Office. In line with research conducted by Ellisayah Mindari (2020) with the results of the study showing that work discipline partially has a significant effect on employee performance at the Cambai District Office. So with the research conducted by Abdul Muthalib (2020) with the results of the study showing that work

discipline has a partial effect on employee performance at the Public Works Office (PU) of Enrekang Regency. South Sulawesi. It is also in line with research conducted by Denok Sunarsi (2018) with the results of the study showing that work discipline partially has a significant effect on employee performance on CV. Usaha Mandiri Jakarta

### **The Simultaneous Influence of Leadership Style and Work Discipline on Employee Performance at the Sultan Bantilan Class III Meteorological Station Office, Tolitoli Regency, Central Sulawesi**

Based on the results of these three variables, it can be concluded that the results of the research are tested simultaneously or jointly on the variables of leadership style and work discipline simultaneously affecting employee performance in Sultan Bantilan Class III Meteorological Station Office, Tolitoli Regency, West Sulawesi with a singnifikan value of 0.000 is smaller than 0.05. This is in line with research conducted by Ellisyah Mindari (2020) with the results of the study showing that leadership style and work discipline simultaneously have a significant effect on employee performance at the Cambai District Office. So with the research conducted by Denok Sunarsi (2018) with the results of the study showing that leadership style and work discipline simultaneously have a significant effect on employee performance on CV. Usaha Mandiri Jakarta.

### **CONCLUSION**

Based on the exhausting data analysis, the following conclusions can be drawn:

1. The Leadership Style variable partially had a significant effect on employee performance at the Sultan Bantilan Class III Meteorological Station Office, Tolitoli Regency, Central Sulawesi.

2. The Work Discipline variable partially had a significant effect on employee performance at the Sultan Bantilan Class III Meteorological Station Office, Tolitoli Regency, Central Sulawesi .
3. The variables of leadership style and work discipline simultaneously had a significant effect on employee performance at the Sultan Bantilan Class III Meteorological Station Office, Tolitoli Regency, Central Sulawesi.

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