
THE INFLUENCE OF WORK DISCIPLINE AND LEADERSHIP STYLE ON THE PERFORMANCE OF MEDAN CITY SOCIAL OFFICE EMPLOYEES

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Abstract

*The outcome of the objectives of an association relies upon Human Resources (representatives), be it from work offices, inspiration, authoritative culture, the impact of initiative style, to work discipline. The motivation behind this study was to decide the impact of work discipline and authority style on the exhibition of representatives of the Medan City Social Assistance Office to some extent and at the same time. This examination utilizes quantitative information types. To acquire total information in this review, the creators disseminated polls to 42 representatives of the Medan City Social Help Office. The information investigation strategies utilized are legitimacy and unwavering quality tests, old style suspicion tests with ordinariness, heteroscedasticity and multicollinearity tests, different direct relapse tests and speculation testing with *t* tests, *F* tests and assurance tests. The consequences of the investigation show that work discipline to some degree affects representative execution. Initiative style somewhat significantly affects worker execution. At the same time, work discipline and initiative style essentially affect representative execution at the Medan City Social Assistance office.*

INTRODUCTION

In today's dynamic organizational environment, the interplay between work discipline and leadership style holds significant implications for organizational performance. Within the context of the Medan City Social Office, understanding how these factors influence employee performance is crucial for enhancing operational efficiency and achieving organizational goals. Work discipline serves as the bedrock of employee behaviour and productivity. It encompasses adherence to organizational rules, punctuality, and dedication to assigned tasks. Effective work discipline fosters a culture of accountability and reliability among employees, directly impacting their individual and collective performance within the Social Office.

Simultaneously, leadership style plays a pivotal role in shaping organizational culture and employee engagement. The leadership approach adopted within the Medan City Social Office influences how tasks are delegated, decisions are made, and employees are motivated. Whether it's transformational,

transactional, democratic, or autocratic, leadership styles significantly influence employee morale, commitment, and ultimately, their performance outcomes. This study aims to delve into the intricate relationship between work discipline, leadership style, and employee performance within the Medan City Social Office. By exploring these dynamics, it seeks to provide insights into effective strategies for optimizing organizational performance, enhancing employee satisfaction, and fostering a conducive work environment.

In the ongoing time of globalization, Human Resources assumes a significant role in each association. Representatives are individuals who are alluded to as Human Resources in an association. Since workers are the association's most significant resources, their job is vital (Adhari, 2021). Workers add to accomplishing authoritative objectives. To have the option to contend in the ongoing time of globalization, associations need to search for workers who have solid and equipped abilities to accomplish the ideal outcomes. Workers likewise assume a significant role in arranging, directing, carrying out and controlling the association to accomplish its ideal objectives. We understand that the achievement or disappointment of an association in accomplishing its objectives is not entirely set in stone by the presentation of its representatives in doing the errands doled out to them within the predefined time. Great execution is an inspiration for workers to propel the association to improve it (Juniarti, 2021).

LITERATURE RIVIEW

Consequently, an association should have an outline of a program or strategy that has an objective, be it a dream or mission, to further develop worker execution. The result (aftereffects) of work allotted by the association is alluded to as representative execution (RIZKY, 2024). Execution is an interpretation of the word execution. Etymologically, execution comes from the word to perform, and that means to show or complete, while the word execution implies the demonstration of performing. Execution is frequently deciphered as execution, work results, or work accomplishments, in addition to the continuous work process (Asiah, 2016). As per (Lawasi & Triatmanto, 2017), execution is a cycle activity or approach to acting in accordance with hierarchical capabilities.

Execution is the deciding norm in an association. Execution will impact worker achievement and the accomplishment of the objectives wanted by an association. The progress of an association's objectives relies upon Human Resources (representatives), whether from work offices, inspiration, authoritative culture, the impact of initiative style, or work discipline (Fazira & Mirani, 2019). Work discipline is one of the norms that should be moved by HR, which expects to affect collaboration both actually and in groups pointed toward accomplishing an authoritative objective. Work discipline, as per Davis in (Habiburrahman & Zhavira, 2021), is the executive activity that supports the execution of hierarchical norms, which incorporates preparing, which includes endeavours to legitimize and include information on representative mentalities and conduct so representatives will prompt better participation and execution.

In the meantime, as per Siagian, research by (Uno & Nina Lamatenggo, 2022) describes discipline as a kind of planning that looks to improve and shape representative data, mindset and conduct so workers wilfully coordinate and further develop work execution and foster their exhibition. To further develop execution, representatives should have high work discipline since work discipline is a guideline that should be complied with in an association that urges representatives to satisfy and get done with the responsibilities that have been given to them well to accomplish hierarchical objectives (Muis & Hasibuan, 2021).

Another element that can impact representative execution is administration style. A decent pioneer can impact representatives to attempt to propel the association and accomplish hierarchical objectives. Initiative style is the general example of a pioneer's activities, both noticeable and imperceptible to his subordinates. Initiative style portrays a steady mix of theory, abilities, qualities and mentalities that underlie an individual's way of behaving (Bashori, 2016). Initiative style has an exceptionally compelling impact on giving guidance to subordinates for basically everything that has been given to accomplish hierarchical objectives. As indicated by (Lelo Sintani et al., 2022), administration style is

characterized as activities or endeavours to rouse others to work or act towards accomplishing authoritative objectives that are set with full mindfulness and genuineness.

This exploration was directed at the Medan City Social Help Office, which is one of the Medan City local associations that provides government assistance in the social area. The Medan City Social Help completes the arranging, execution, checking, and assessment of projects and exercises connected with parties in the City of Medan, like social administrations, through elective mediations in the field of social government assistance, creating mindfulness, capacity, obligation and the dynamic job of the local area in managing social issues in the climate, as well as working on the personal satisfaction and government assistance of individuals with social government assistance issues (PMKS). To further develop social government assistance administrations for individuals in Medan City, Social Help keeps on endeavouring to make changes towards better friendly government assistance administrations for individuals with social government assistance issues (PMKS).

Work discipline is one of the main elements of Human Asset Management (HRM). The better the representative's discipline, the higher the presentation they can accomplish. Without great discipline, it is hard for associations to accomplish ideal outcomes (Bariyah, 1999). As per (Ayu, n.d.), discipline is an individual's mindfulness and readiness to comply with every one of the principles and normal practices that apply in the association. In the interim, (Tanjung, 2015) states that work discipline is an administrative execution to reinforce hierarchical rules.

No less than 10 individuals in the Medan City Social Administration Office receive daily cycle letters of proposal. This suggestion letter is a type of public help given by the Medan City Social Help Office to individuals in Medan City. In light of existing work systems, the fulfilment time for public administrations, for example, composing suggestion letters, requires 10 minutes with a consummation period of 20 minutes. Nonetheless, in actuality, the completion of one suggestion record was not accomplished as per the laid-out methods. This occasionally happens when the Head of Administration isn't generally in the workplace, though while handling a suggestion letter, there should be a mark from the Head of Administration. This has prompted numerous public protests in regards to the exhibition of Medan City Social Assistance Office representatives, who are thought of as sluggish. This is likewise because of an absence of capacity moved by a representative, so workers hesitate in doing work, bringing about a long finish to the errands that have been given and an absence of obligation regarding the work they do themselves. In view of the consequences of meetings with the general and work force subdivisions, there are as yet a few representatives who don't consent to the guidelines. Numerous representatives are late when they come to work. The beginning time for work ought to be 08.00 WIB, the rest time is 12.00 WIB until 13.00 WIB, and going home is at 16.00 WIB.

Aside from the absence of discipline among workers, pioneers are additionally less firm in giving guidance and less in giving inspiration to representatives or subordinates. This should be visible from a few representatives who are not focused and don't finish their jobs on time; they don't get admonitions from the initiative, along with the absence of inspirational guidelines and headings given by a pioneer to follow through with the responsibilities that have been given to accomplish hierarchical targets. This occurs because of an absence of communication between pioneers and their representatives.

RESEARCH METHODS

As indicated by Sugiyono, (2016), the examination population is every one of the components or components that will be noticed or explored. Populace is a speculation region comprising items and subjects that have specific amounts still up in the air that scientists have concentrated and afterward drawn conclusions Sugiyono, (2017). In view of the underlying perceptions that have been made, the creator got information with respect to the rundown of representatives who will be utilized as the populace, in particular 44 sample. The example is illustrative of the populace. An example is a part of the populace whose qualities are considered to address the whole populace. This research uses a quantitative research method, a research method based on the philosophy of positivism, used to research a certain population or sample, data collection using research instruments, data analysis is quantitative,

with the aim of testing the hypothesis that has been applied. From this assertion, it tends to be presumed that the example size is 44 sample. This examination utilizes quantitative information. To acquire total information in this exploration, the creator utilized essential and optional information sources.

Legitimacy test implies testing the degree to which an instrument is precise or right as a device for estimating research factors. In the event that the instrument is substantial/right the estimation results will probably be right. A poll is supposed to be substantial assuming that the inquiries in the survey can uncover something that the survey will gauge, with an importance level of 5%. The estimation measures. Dependability test to see whether the exploration instrument is a solid and reliable instrument. On the off chance that the exploration factors utilize solid and reliable instruments, the examination results can likewise have an elevated degree of trust. The strategy used to test the dependability of the survey in this examination is to quantify unwavering quality with the Cronbach Alpha factual test (Imam Ghozali, 2018).

Research Variables:

Independent Variables:

- Work Discipline
- Leadership Style

Dependent Variable:

- Employee Performance

Hypotheses:

Main Hypothesis:

- There is a significant influence of work discipline and leadership style on employee performance at the Medan City Social Office.

Supporting Hypotheses:

- Work discipline positively affects employee performance.
- Effective leadership style positively affects employee performance.

RESULT AND DISCUSSION

At first, the Medan City Social Assistance was a yet subsidiary with the Labor Administration which was known as the Social and Business Administration (Dinsosnaker) until 2016. After the issuance of Medan City Territorial Guideline Number 15 of 2016 concerning the Development of Provincial Mechanical assembly and Medan Chairman Guideline Number 1 of 2017 concerning The hierarchical design of the Medan City Local Contraption intends that in 2017 the Medan City Social Assistance was autonomous and the execution of its work is managed in Medan Chairman Guideline Number 35 of 2017 concerning subtleties of obligations and capabilities. The Medan City Social Help has the assignment of helping the chairman in completing government issues in the social area. In doing the obligations as expected. The Medan City Social Help is an executing component of the Local Government which is driven by a Head of Administration who is under and straightforwardly dependable to the Chairman of Medan through the Territorial Secretary of Medan City with the primary

errand of completing Government issues in the Social Area. The Medan City Social Administrations Office is situated at Jalan Pinang Baris or Jalan T. B. Simatupang (behind Pinang Baris Terminal) No.114 B Medan. Medan City Social Help in working on the quality and impressive skill of social administrations through creating elective mediations in the field of social government assistance, creating mindfulness, capacity, obligation and the dynamic job of the local area in managing social issues in the climate as well as working on the personal satisfaction and government assistance of Individuals with Social Government assistance Issues with regards to further developing social government assistance administrations for individuals of Medan City. The Social Help as a Provincial Work Unit for the City of Medan ceaselessly endeavours to make changes towards the better in friendly government assistance administrations for Individuals with Social Government assistance Issues. In this way, to acknowledge social government assistance administrations to the local area, it is important to foster a program and movement arranging stages reliably and economically, to expand responsibility and execution that is situated towards accomplishing results.

Validity test

A poll is supposed to be substantial, assuming that the inquiries in the survey can uncover something that the survey will gauge, with an importance level of 5%. The estimation standards are: On the off chance that the importance esteem is <0.05 , the assertion in the poll is pronounced substantial. On the off chance that the importance esteem is > 0.05 , the articulation in the poll is proclaimed invalid.

Table 1. Validity Test Results

Statement	Significance	Information
X _{1.1}	0.000	Valid
X _{1.2}	0,000	Valid
X _{1.3}	0,000	Valid
X _{1.4}	0.000	Valid
X _{2.1}	0.000	Valid
X _{2.2}	0.000	Valid
X _{2.3}	0.000	Valid
X _{2.4}	0.000	Valid
X _{2.5}	0.000	Valid
Y ₁	0.000	Valid
Y ₂	0.000	Valid
Y ₃	0.000	Valid
Y ₄	0.000	Valid

In light of the table above, it may very well be seen that the importance of every assertion in the work discipline variable (X₁) is under 0.05, specifically 0.000 ($0.000 < 0.05$). So, it may very well be presumed that all explanations on the work discipline variable (X₁) are pronounced legitimate and can be utilized in this exploration. The importance value of every assertion in the authority style variable (X₂) is more modest than 0.05, or, to be specific, 0.000 ($0.000 < 0.05$). So, it tends to be presumed that all explanations in the administration style variable (X₂) are substantial and can be utilized in this examination. The importance of every assertion on the presentation variable (Y) is more modest than 0.05, to be specific, 0.000 ($0.000 < 0.05$). So, it very well may be reasoned that all explanations on the exhibition variable (Y) are pronounced legitimate and can be utilized in this examination.

Reliability Test

The technique used to test the dependability of the poll in this exploration is the Cronbach Alpha factual test. The estimation measures are: In the event that Cronbach's Alpha ≥ 0.6 , the survey is pronounced dependable. On the off chance that Cronbach's Alpha <0.6 , the survey is proclaimed temperamental.

Statement	Cronbach's Alpha	Information
X _{1.1}	0.971	Reliabel
X _{1.2}	0.975	Reliabel
X _{1.3}	0.959	Reliabel
X _{1.4}	0.961	Reliabel
X _{2.1}	0.948	Reliabel
X _{2.2}	0.943	Reliabel
X _{2.3}	0.958	Reliabel
X _{2.4}	0.943	Reliabel
X _{2.5}	0.945	Reliabel
Y1	0.898	Reliabel
Y2	0.923	Reliabel
Y3	0.954	Reliabel
Y4	0.902	Reliabel

View of table above, it very well may be seen that the Cronbach's Alpha incentive for every assertion on the work discipline variable (X1) is more noteworthy than 0.6, so it tends to be presumed that all proclamations on the work discipline variable (X1) are announced dependable and can be utilized in this exploration. The Cronbach's Alpha incentive for every assertion in the authority style variable (X2) is more noteworthy than 0.6, so it tends to be presumed that all proclamations in the administration style variable (X2) are pronounced dependable and can be utilized in this examination. The Cronbach's Alpha incentive for every assertion on the exhibition variable (Y) is more prominent than 0.6, so it very well may be reasoned that all explanations on the presentation variable (Y) are pronounced dependable and can be utilized in this examination.

The Effect of Work Discipline on Performance

Light of the consequences of the examination, it tends to be seen that to some degree work discipline significantly affects the presentation of Medan City Social Assistance office representatives. This isn't in accordance with the speculation of this examination which expresses that work discipline affects representative execution. Discipline is a disposition of regard for the organization's principles and guidelines, which exists inside the worker, which makes him adjust deliberately to the organization's standards and guidelines. Work discipline affects execution. By and large, high work discipline will make superior execution too. Great discipline mirrors an individual's feeling of obligation for the errands relegated to him. This will empower work excitement, work energy, and the acknowledgment of organization, representative and local area objectives.

The Influence of Leadership Style on Performance

View of the consequences of the examination, it very well may be seen that, to some extent, initiative style meaningfully affects the exhibition of Medan City Social Help office workers. This is in accordance with the speculation of this examination, which expresses that initiative style fundamentally affects representative execution. A pioneer or prevalent has an effect on subordinates, particularly having the option to raise work energy and work exercises, as well as the other way around. Initiative is essentially a course of impacting, moving and coordinating a representative or gathering of associations to accomplish an objective by applying a wide range of authority circumstances in each organization or association as per the way of behaving that a pioneer likes to apply to a worker in organizations and associations. Fruitful administration is a pioneer who can oversee or sort out an association really and can take initiative successfully too, and thusly the association's objectives will be accomplished.

The Influence of Work Discipline and Leadership Style on Performance

View of the consequences of the examination, it tends to be seen that all the while work discipline and administration style essentially affect the exhibition of Medan City Social Help office representatives. This is in accordance with the speculation of this exploration which expresses that work discipline and

administration style altogether affect representative execution. Work discipline enormously impacts the nature of representative execution, where workers will work on their quality to accomplish the ideal work execution or execution. Initiative style likewise impacts worker execution, where expanded representative execution is affected by authority in an association. With great work discipline and a decent initiative style, representatives will have the excitement to function admirably. On the off chance that workers have great execution, the association's presentation will likewise be great.

CONCLUSION

Light of the consequences of the examination in regards to the impact of work discipline and administration style on the exhibition of Medan City Social Help office representatives, the following conclusions can be drawn: Somehow, work discipline meaningfully affects the presentation of Medan City Social Assistance office representatives. To some degree, initiative style affects the exhibition of Medan City Social Assistance office workers. At the same time, work discipline and initiative style fundamentally affect the presentation of Medan City Social Assistance office representatives.

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