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ANALYSIS OF EMPLOYEE'S WORK DISCIPLINE IN PT CIPTA PEDAGANG UNGGUL FROM MOTIVATION AND LEADERSHIP STYLE

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Abstract: This study aims to analyze the influence of motivation and leadership style on employee's work discipline. The population in this study were 30 employees of PT. Cipta Pedagang Unggul. The sample used was 30 employees of PT. Cipta Pedagang Unggul with saturated sample method. The data used are primary data from observations, questionnaires, and interviews. The research instrument is a questionnaire. Data analysis method using Likert scale, processed using SPSS. This study proves that motivation has no significant effect on employee discipline. Leadership style has a positive and significant effect on employee discipline.

Keywords: Motivation, Leadership Style, Employee Work Discipline

INTRODUCTION

Nowadays, the rapid development of technology, the increasing of fierce competition, and the changes in fluctuating consumer tastes, require companies to be able to maintain their existence in the business world. The success of the company in maintaining its survival and in achieving the company's goals, of course, is not only determined by the amount of available operating funds, the sophistication of technology, and infrastructure owned, but also depends on the aspect of Human Resources because this aspect is the driving source of all company operating activities.

Superior and quality human resources must always be managed by the company in order to achieve the expected performance. The achievement of goals based on human resource management will show how agencies should get, develop, foster, evaluate, and prosper employees. The role and function of human resources cannot be replaced by other resources because human resources are a very vital company asset, the element of human

resources is a key factor that must be maintained by a company in line with the demands that the company always faces to answer any existing challenges. Therefore, efforts to maintain quality human resources are the company's main steps.

To be able to organize and direct appropriately so that employees can work more efficiently and effectively, these human resources need serious and serious attention from company managers. One of the keys to the success of a company in achieving goals is largely determined by the abilities and skills of its employees, in addition to the ability to mobilize and direct subordinates or employees of the leadership itself.

PT. Cipta Pedagang Unggul is a service company engaged in the Event Organizer located in Jakarta. PT. Cipta Pedagang Unggul has 30 employees, all of whom are permanent employees. In every job accepted by PT. Cipta Pedagang Unggul, companies are always required to pay more attention to aspects of their human resources in order to create professional, creative, innovative, and quality employees. Employees are the most important resource who will contribute to the progress of the company and can realize the vision and mission that has been set.

Employees of PT. Cipta Pedagang Unggul assesses that there is a lack of attention from both management and superiors. Although in his work PT. Cipta Pedagang Unggul is considered good and has high discipline by its clients, but in fact it is seen from the employee attendance data at PT. Cipta Pedagang Unggul is not good enough.

One of the indicators used to see employee work discipline is the level of absenteeism, accuracy of working hours, completing tasks according to schedule, and compliance with regulations. . The following is the employee attendance data at PT. Cipta Pedagang Unggul as in table 1 below:

Table 1. Attendance of PT. Cipta Pedagang Unggul 2018

No	Bulan	Jumlah Karyawan	Jumlah Hari Kerja Dalam 1 Bulan	Total Keseluruhan Hari Kerja Karyawan Dalam 1 Bulan	Datang Tepat Waktu Dalam 1 Bulan	%	Datang Terlambat Dalam 1 Bulan	%	Izin	%	Lembur	%
1	Januari	30	20	600	152	25%	440	73%	8	1%	392	65%
2	Februari	30	20	600	247	41%	349	58%	4	1%	365	61%
3	Maret	30	23	690	224	32%	462	67%	4	1%	409	59%
4	April	30	22	660	210	32%	445	67%	5	1%	442	67%
5	Mei	30	23	690	275	40%	409	59%	6	1%	456	66%
6	Juni	30	22	660	227	34%	429	65%	4	1%	431	65%
7	Juli	30	23	690	198	29%	489	71%	3	0%	487	71%
8	Agustus	30	23	690	265	38%	421	61%	4	1%	435	63%
9	September	30	22	660	315	48%	342	52%	3	0%	354	54%
10	Oktober	30	23	690	323	47%	362	52%	5	1%	389	56%
11	November	30	22	660	232	35%	421	64%	7	1%	437	66%
12	Desember	30	18	540	151	28%	383	71%	6	1%	362	67%

Source: Office Coordinator PT. Cipta Pedagang Unggul

Based on data from table 1. and the results of interviews with the Office Coordinator of PT. Cipta Pedadang Unggul, attendance data of PT. Cipta Pedagang Unggul in 1 year in 2018, it is known that there is an unstable percentage, where each month the number of employees who arrive on time is smaller than the number of employees who arrive late on the grounds that there are necessary permits, special assignment permits, other interest permits urgent permission and personal interests such as accompanying sick family children, attending weddings, attending invitations from school.

The problem of attendance is a problem related to discipline at work. With the number of employees who arrive late is greater than the employees who arrive on time it is feared that

it can affect employee performance.

Based on the results of a pre-survey to 15 employees at PT. Cipta Pedagog Unggul, it can be seen that the variables that get the smallest score include the leadership style variable with an average overall score of 43 and the motivation variable with an average overall score of 43. As for the performance variable gets an overall average score of 57 and for the organizational commitment variable gets an overall average score of 62. It can be seen that the variables that most influence work discipline are leadership style and motivation which have the lowest total score compared to other variables.

The performance variable with a score of 57 and the variable of organizational commitment with a score of 62 is still considered good and does not affect employee work discipline because the score obtained is not far from the ideal score of 75. Meanwhile, the variable of leadership style with a score of 43 and the variable of motivation with a score of 43 are considered very influential. on the work discipline of employees of PT. Cipta Pedagog Unggul because the score is far from the ideal score of 75. So from the results of the scores obtained from each variable, the results show that the variable motivation style (X1) and the variable leadership style (X2) affect employee work discipline (Y) at PT. Cipta Pedagog Unggul.

Departing from the problems that exist at PT. Cipta Pedagog Unggul and the limitations of researchers, a research was conducted at this company entitled " Analysis Of Employee's Work Discipline In PT Cipta Pedagog Unggul From Motivation And Leadership Style "

Formulation of the problem

Based on the background that has been stated above, the authors try to identify what problems PT. Cipta Pedagog Unggul as follows:

1. Does motivation affect on employee work discipline at PT. Cipta Pedagog Unggul?
2. Does leadership style affect on employee work discipline at PT. Cipta Pedagog Unggul?

Research purposes

The objectives of this study are:

1. To find out whether motivation affects on employee work discipline at PT. Cipta Pedagog Unggul.
2. To find out whether the leadership style affects on work discipline of employees at PT. Cipta Pedagog Unggul.

Research Contribution

This research is expected to provide the following benefits:

Academic Contribution

- a) For Writers.

This research is to apply and use the theory obtained in college with the realities in the field.

- b) For the Development of Management Science

Provide a reference for human resource management through the approaches used in new

approaches in aspects concerning the influence of leadership style and motivation on employee work discipline.

c) For Other Researchers

As a reference material for other researchers who specifically want to examine the factors that can influence work discipline apart from leadership style and motivation.

d) For the University

The results of this study are expected to add insight and deepen knowledge and can be used as a comparison for readers who want to carry out research in the field of human resources.

Practical Contribution

- a) For companies or agencies, the results of this study are expected to be used as further considerations in decision making for PT. Cipta Pedagang Unggul to improve employee performance in the future.
- b) For employees, this research can be used to improve attitudes and behavior as well as a reference for employees to appreciate every effort or work performance given by employees.

LITERATURE REVIEW

Human Resource Management

Human resource management is a part of management that focuses its activities on managing people as a company resource. The following is a definition of human resource management according to experts, including:

According to Marwansyah (2011: 13) states that: "Human resource management can be defined as the empowerment of human resources in an organization, which is carried out through the functions of human resource planning, career planning and development, compensation and welfare, and industrial relations. ", According to Bohlander and Snell (2010: 4) states that: " Human resource management is a science that studies how to empower employees in companies, create jobs, work groups, develop employees who have the ability, identify an approach to be able to develop performance. employees and reward them for their efforts and work ”.

Work Discipline

According to another expert's opinion, work discipline is “discipline is the sixth operative function of Human Resource Management. Discipline is the most important HR operative function because the better the employee's discipline, the higher work performance they can achieve. Without good employee discipline, it is difficult for company organizations to achieve optimal results. "Hasibuan, Malayu (2014: 193).

According to Sondang P. Siagian (2010: 305) states the definition of discipline, namely "Discipline is a form of training that seeks to improve and shape the knowledge, attitudes and behavior of employees so that employees voluntarily try to work cooperatively with other employees and improve their work performance.

Motivation

The term motivation comes from the Latin word "movere" which means encouragement or moving. Meanwhile, in English it is known as the word motivation, which means encouragement.

The importance of motivation because motivation is what causes, channels and supports human behavior. In order to be willing to work hard and be enthusiastic about achieving satisfactory results, motivation is increasingly important because superiors distribute work to their subordinates to be done well and integrated to the desired goals.

According to Sutrisno (2011: 109), motivation is a factor that encourages a person to carry out certain activities, therefore motivation is often interpreted as a factor driving one's behavior.

Leadership Style

Leadership is a universal phenomenon. Anyone carrying out leadership tasks, when in that task he interacts with other people. Even in a personal capacity, in the human body there is a controlling capacity or potential, which essentially facilitates a person to lead himself.

The notion of leadership is often confused with the term leader. In simple terms a leader or leader is a person who legally has the authority to lead an organization.

Kartono (2011: 49) stated that leadership is an activity to influence people so that they are willing to work together to achieve the desired goals. In practice, it is not easy for a leader to determine the best style to use in the utilization of resources, especially human resources.

Relationship Among Variables

1) The Relationship between Motivation and Work Discipline

According to Gozali (2010: 325), giving motivation is expected to encourage employees to work better so that employees can be more responsible in carrying out their duties in accordance with applicable regulations in the company.

2) The Relationship between Leadership Style and Work Discipline

One of the measuring tools for the success of leadership in an organization is how high the employee work discipline can be achieved by the people they lead, for that it is not only necessary to have a leader figure, but also the leadership style that accompanies the leader's existence. Choosing the right leadership style accompanied by the right motivation can direct the achievement of individual goals and organizational or company goals. If the leadership style is not right, the goals of the organization or company will be disturbed, it will cause conflict and dissatisfaction with employees, so that as a result the leader cannot influence his subordinates to the maximum.

Conceptual Framework

The framework proposed for this research is based on the results of the theoretical analysis described previously. To make it easier to understand the framework of this research, it can be seen in the following picture:

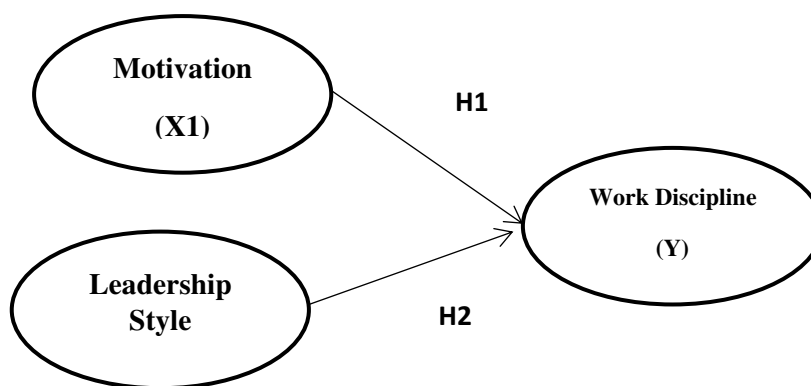


Figure 1. Framework

Effect of Motivation (X1) and Leadership Style (X2) on Work Discipline (Y)

Hypothesis Development

Based on the descriptions that have been presented on the background of the problem and adhering to a theoretical literature review, the authors formulate the following hypothesis:

- 1) Motivation affects on employee work discipline partially at PT. Cipta Pedagog Unggul.
- 2) Leadership Style affects on employee work discipline partially at PT. Cipta Pedagog Unggul.

RESEARCH METHODS

Research design

In this study, researchers used quantitative research and causal research. Causal research is a causal relationship where the independent variable affects the dependent variable Sugiyono (2013: 55). This study is a study to determine the effect of three independent variables, namely motivation and leadership style on one dependent variable, namely employee discipline. In this study using the SPSS 21 program.

Definition and Operations of Variables

Variable Definitions

Independent variables or often called independent variables are variables that affect or cause changes or the emergence of the dependent variable. Meanwhile, the dependent variable or often called the dependent variable is a variable that is influenced or becomes the result of the independent variable, according to Sugiyono (2013: 42). In this study, the independent variables are motivation (X1) and leadership style (X2) while the dependent variable is employee work discipline (Y).

Operational Variables

In this study, the researcher measured a variable using research instruments, so that the writer could continue the analysis to find a relationship to a variable to be studied. Where there are indicators that can be measured through a Likert scale.

Table 2. Operational Variable Motivation

Variabel	Dimensi	Indikator	Skala
Motivasi (X2)	Kebutuhan akan prestasi	1. Gaji yang saya terima sesuai dengan pekerjaan yang dikerjakan	Likert
		2. Adanya pemberian bonus yang cukup	
		3. Adanya pengakuan atas prestasi karyawan	
	Kebutuhan akan hubungan kerja	4. Keharmonisan hubungan antar personal ditempat kerja	
	Kebutuhan akan kekuatan	5. Adanya kenaikan jabatan untuk karyawan yang berprestasi	
	Kebutuhan akan sarana dan prasarana	6. Kelengkapan sarana dan prasarana dalam melaksanakan pekerjaan	

Source: Ida Ayu Putu (2012)

Table 3. Variable Operational Leadership Style

Variabel	Dimensi	Indikator	Skala
Gaya Kepemimpinan (X1)	<i>Controlling</i>	1. Pimpinan memonitor atas standar kinerja karyawan di tempat saya	Likert
	Kebutuhan akan hubungan kerja	2. Sifat pemimpin di tempat saya mengayomi	
		3. Pimpinan memberikan perhatian atas kebutuhan karyawan	
		4. Pimpinan dan bawahan bersama-sama terlibat dalam pengambilan keputusan	
	Keputusan yang diambil bersama	5. Pimpinan dan bawahan mendiskusikan masalah bersama-sama	
		6. Hubungan antar pimpinan dengan bawahan dijalin dengan baik	

Source: Ida Ayu Putu (2012)

Table 4. Operational Variable Discipline

Variabel	Dimensi	Indikator	Skala
Disiplin (Y)	Kehadiran	1. Saya selalu datang tepat waktu di tempat kerja	Likert
		2. Disiplin kerja saya yang berkaitan dengan absensi atau kehadiran sudah baik	
	Ketaatan pada peraturan kerja	3. Saya selalu bersikap sesuai dengan peraturan yang ada di dalam organisasi	
	Ketaatan pada standar kerja	4. Saya selalu melaksanakan tanggung jawab yang diberikan oleh atasan	
		5. Saya menyelesaikan tugas sesuai dengan waktu yang telah ditetapkan	
	Tanggung jawab	6. Saya tidak pernah meninggalkan pekerjaan saya selama jam kerja berlangsung	

Source: Hadyan Luthfan Marhendro (2015)

Variable Measurement Scale

For the purposes of analysis, the authors collect and process data obtained from the questionnaire by giving weight to each question answer based on a Likert scale according to (Siregar, 2013: 25), the Likert scale is used to measure the attitudes, opinions and perceptions of a person or group of people about social phenomena. .

The weight of the assessment of the answers to the questionnaire is as follows:

Table 5. Likert scale

Answer	Score
Strongly Agree (SS)	5
Agree (S)	4
Simply Agree (CS)	3
Disagree (TS)	2
Strongly Disagree (STS)	1

Source: Siregar (2013)

RESULTS AND DISCUSSION

Discussion of Research Results

The Effect of Motivation on Employee Work Discipline

Based on the results of testing the first hypothesis which shows that motivation has a negative and insignificant effect on employee work discipline, it can be said that motivation has a significance level of 0.654 where the value is greater than the 0.05 significance level, then the accepted hypothesis is H_{a0} , so it can be concluded that the motivation variable (X1) does not have a significant effect on employee work discipline at PT. Cipta Pedagogis Unggul. The results of this hypothesis are also strengthened by research by Aditya Reza (2016), Parlinda and Wahyudin (2015) where the results of this study state that motivation has a negative and insignificant effect on employee work discipline.

The Effect of Leadership Style on Employee Work Discipline

Based on the results of testing the second hypothesis which shows that leadership style has a positive and significant effect on employee work discipline, it can be said that leadership style has a significance level of 0.000 where the value is smaller than the 0.05 significance level, then the accepted hypothesis is H_{a1} , so it can be concluded that the leadership style variable (X2) has a significant influence on work discipline at PT. Cipta Pedagogis Unggul. The results of this hypothesis are also strengthened by the research of Galih Aryo Nimpu (2015), Rheza Medio Putri (2015), Irvan Andriady (2017) where the results of these studies state that leadership style has a positive and significant effect on work discipline.

CONCLUSIONS AND SUGGESTIONS

Conclusion

Based on the research that has been done, the following conclusions can be drawn:

- 1) Motivation has a negative and insignificant effect on employee discipline at PT. Cipta Pedagogis Unggul. This shows that if the higher the motivation, the employee discipline will not increase significantly.
- 2) Leadership style has a positive and significant effect on employee discipline at PT. Cipta Pedagogis Unggul. This shows that if the better the leadership style, the employee discipline will increase.

Suggestion

Based on the research results that have been described above, the suggestions that can be given by researchers are:

1) For PT. Cipta Pedagang Unggul

- a) It is advisable for agencies to pay more attention to employees to provide motivation through adjustments according to employee needs or to provide training that increases employee motivation in doing their work according to the employee's ability level so that discipline continues to increase.
- b) Agencies need to pay attention to and evaluate leadership styles by increasing the relationship between superiors and subordinates as well as fellow employees to create good relationships and work environments. This can be done by means of superiors who give appreciation for outstanding employees and by conducting discussions every time there are problems faced by the company so that joint solutions can be created so that these problems can be resolved together. This makes employees feel valued and feel needed by the company. Types of leadership styles that can be applied to PT. Cipta Pedagang Unggul is participatory leadership. According to Hasibuan (2014: 95), participatory leadership is when leadership is carried out in a persuasive way, creates harmonious cooperation, fosters loyalty, and participation of subordinates. Leaders motivate subordinates to feel they own the company. Subordinates must participate in providing suggestions, ideas, and considerations in the decision making process,

2) For further research

The further research can develop the variables of motivation and leadership style so that they can be used as a reference for researching variables that have never been done or using other research objects and with the addition of respondents in different research objects.

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