

The Influence of Discipline, Loyalty and Leadership on Work Productivity at the Secretariat of the Regional People's Representative Council of Selayar Islands Regency

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Abstract

This study aims to examine the influence of discipline, loyalty and leadership on work productivity at the Secretariat of the Regional People's Representative Council of the Selayar Islands Regency. This study uses primary data sources in which researchers conduct research by distributing questionnaires to 94 respondents at the Secretariat of the Regional House of Representatives of the Selayar Islands Regency. The results of the study show that there is a positive and significant influence of discipline, loyalty and leadership on work productivity. This is evidenced by the results of the test carried out by the t test by looking at the significant value of t count of $0.000 < 0.05$. Based on the results of the t test that has been carried out on the discipline variable (X1) on work productivity (Y) a value of $0.048 < 0.05$ is obtained, besides that it is known that the significant value of X1 to Y is 0.250. Based on the results of the t-test that has been carried out on the loyalty variable (X2) on work productivity (Y) the value is $0.039 < 0.05$, besides that it is known that the significant value of X2 to Y is 0.313. And the results of the t test that has been carried out on the leadership variable (X3) on work productivity (Y) obtained a value of $0.000 < 0.05$ besides that it is known that the significant value of X3 to Y is 0.487. So it can be concluded that the variables of discipline, loyalty and leadership have a positive and significant effect on work productivity at the Secretariat of the Regional People's Representative Council of the Selayar Islands Regency.

1. INTRODUCTION

Organizations cannot be separated from human factors as the driving force of the organization itself, so it is very important to manage human resources, as well as the organization itself. Employee behavior is basically related to various activities in the organization, because behavior reflects the involvement and existence of employees in the organization, therefore it is very important for organizations to be able to channel this behavior into capabilities that have positive meaning, especially in relation to organizational goals and objectives.

According to Hasibuan (2016: 193), discipline is a person's awareness and willingness to obey all company regulations and applicable social norms. Discipline must be enforced in an organization, without the support of discipline it is difficult for a company to realize its goals. So, discipline is the key to a company's success in achieving its goals.

Meanwhile, according to Fahmi (2016: 75), discipline is the level of compliance and adherence to applicable rules and receiving sanctions or punishment if you violate the rules set out in that discipline. Discipline shows a condition or attitude of respect that exists in employees towards company rules and regulations.

Based on the conclusion above, discipline is an obligation that employees must be aware of as a form of regulations that must be obeyed and a willingness to accept sanctions if they violate the provisions or regulations that have been established.

Disciplinary problems are not only seen in terms of absenteeism, other problems related to the use of working time, compliance with regulations and compliance with technical instructions for carrying out work are part of preliminary observations and can be resolved preliminarily. Basically, discipline at the Selayar Islands Regency Regional People's

Representative Council (DPRD) Secretariat still needs to be improved. This is of course more true when formal research is carried out, as was the case in this study.

Loyalty is basically a feeling that is so important that if someone acts or does something for the organization, then someone who is loyal will definitely do their job well and even exceed the organization's expectations.

Regarding loyalty, observations at the Selayar Islands Regency DPRD Secretariat are still unclear, considering that DPRD members' activities are sometimes carried out outside the office and working hours, so that communication related to the secretariat also adapts to these activities. In fact, this is an interesting phenomenon, whether the implementation of working hours and activities outside the office is a form of loyalty or simply a work condition. To find out scientifically the relationship with the level of employee loyalty at the DPRD Secretariat of Selayar Islands Regency, a study needs to be carried out to draw scientific conclusions regarding the level of loyalty. Selayar Islands Regency DPRD Secretariat.

Basically, humans are leaders for themselves and in their development a person can grow and develop and become a leader for others. As a leader, he knows how to inspire himself and others to do quality work and work efficiency. Effective leaders are able to organize people or groups and help them achieve goals. Leadership qualities must be possessed by anyone who has these leadership qualities. A person trusts himself to be able to handle all his duties and responsibilities in other situations. This leadership quality inspires others to excel and achieve as one of the factors considered in concept development. (Hidayat, M., & Latief, F., 2018).

This leadership characteristic must also be possessed by every employee, including employees of the Selayar Islands Regency DPRD Secretariat. The author feels compelled to examine the nature of labor leadership because the quality of leadership is important, especially the societal paradigm, which the DPRD

Secretariat views as representatives of the people, where workers must also be reflected as workers who have high social sensitivity. - Politics and social issues, the author's observations about the nature of leadership can be improved. The current phenomenon is that secretarial staff often work in the shadow of MPs and are therefore more likely to do what MPs ask of them. This is an interesting phenomenon because working in the shadows is a bad guide if not handled properly.

Positive leadership qualities ultimately motivate an employee to carry out the work that is their authority and responsibility, well and correctly, it cannot be denied that this increases the employee's productivity. Based on the facts above, the author intends to present a research proposal entitled "The Influence of Discipline, Loyalty and Leadership on Work Productivity at the Regional Secretariat of the Regional People's Representative Council of Selayar Islands Regency".

2 RESEARCH METHODOLOGY

A quantitative approach is used in this research by carrying out mathematical calculations to scientifically show the relationship between research variables and how big the influence of certain variables in the research must be proven. This research was conducted at the Secretariat of the Regional People's Representative Council of Selayar Islands Regency for two months, from February to March 2023. The data required consists of primary data and secondary data. Primary data was collected through questionnaires filled out by 94 employees at the Selayar Islands Regency Regional People's Representative Council Secretariat. Meanwhile, secondary data is information or literature related to research.

The population of this study consisted of 94 employees at the Secretariat of the Regional People's Representative Council of Selayar Islands Regency. The sample taken also consisted of 94 employees. Data collection methods used include questionnaires, observation and documentation. The variables

in this research consist of discipline, loyalty, leadership, and work productivity.

The data analysis method used is quantitative analysis using the IBM SPSS Version 26 program. Analysis was carried out using validity tests, reliability tests, and classical assumption tests such as normality tests and heteroscedasticity tests. Apart from that, multiple linear regression analysis was also carried out to determine the influence of discipline, loyalty and leadership on work productivity. Hypothesis testing is carried out through a determination test (R^2) to see the extent of the regression model's ability to explain the dependent variable as well as a partial test (t test) to determine the influence of each independent variable on the dependent variable.

3. RESULTS AND DISCUSSION

The loyalty variable has a positive and significant effect on productivity. This indicates that employees' trust and loyalty to the organization where they work contributes positively to their productivity levels. When employees feel emotionally and morally attached to the organization, they tend to be more motivated to perform well and achieve desired results. Apart from that, loyalty can also influence employee retention rates, which in turn can minimize recruitment and training costs to replace employees who leave.

The Influence of Leadership on Productivity

The results of the hypothesis test show that the leadership variable has a significant level of 0.000, smaller than 0.05. The b_3 coefficient value of 0.487 shows that the influence given is positive on the dependent variable. This illustrates that leadership quality has a significant impact on employee productivity. Effective leadership can create a motivating work environment, provide clear direction, and facilitate collaboration and innovation. On the other hand, ineffective leadership can hinder performance and reduce employee motivation.

Overall Discussion

The results of this research show that

discipline, loyalty and leadership have a significant influence on employee productivity at the Selayar Islands Regency Regional People's Representative Council Secretariat. The implication is that it is important for organizational management to pay attention to and improve these aspects in an effort to increase employee performance and productivity. Steps such as providing leadership training and development, strengthening an organizational culture that encourages loyalty, and implementing fair reward and punishment systems to promote discipline can help create a work environment that supports high productivity.

4. CLOSING

Based on the results of hypothesis testing and discussion, it can be concluded that discipline, loyalty and leadership have a positive and significant effect on employee work productivity at the Selayar Islands Regency Regional People's Representative Council Secretariat. Work discipline, loyalty and leadership style play an important role in increasing productivity. Therefore, it is important for management to pay special attention to these factors in order to improve employee performance. Suggestions that can be given for further research are to add other variables such as compensation, procurement of sanctions, and embedded supervision, to further deepen understanding of the factors that influence employee work productivity.

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