The Influence of Leadership, Motivation, and Work Discipline on Performance Employees at the Directorate of Vocational High Schools of the Ministry Office Education and Culture

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Abstract: The development of science and technology which is marked by advances in the field of information media and technology at this time has been going so rapidly, that in placing a nation in a position to the extent that the nation is advanced is based on how far the nation masters these two fields. The Indonesian nation is one of the nations that lives in a global environment, so inevitably it must also be involved in the back and forth of mastery of information and technology media, especially for the benefit of the nation itself. Human beings are the most important source that plays a role in determining the continuity and success in an organization, this is because no matter how perfect the technology is but can run well, therefore it is necessary to develop the human resource aspect. One of the aspects that plays an important role in a government bureaucracy is leadership. In addition, providing motivation is very important in being loyal.

Key Word: Motivation, and Work Discipline on Performance

INTRODUCTION

The Ministry of Education and Culture is an element of the Government that is mandated to realize the promise of the establishment of the state in accordance with the Preamble to the Constitution of the Unitary State of the Republic of Indonesia in 1945, especially in order to promote public welfare and educate the life of a nation. Furthermore, it is obliged to fulfill the rights of citizens in accordance with Article 28c paragraph (1) that everyone has the right to develop themselves through the fulfillment of basic needs, the right to obtain education and benefit from science and technology, art and culture, in order to improve the quality of life and welfare of mankind. The development of science and technology which is marked by advances in the field of information media and technology at this time has been going so rapidly, that in placing a nation in a position to the extent that the nation is advanced is based on how far the nation masters these two fields. Indone Nation

METHOD

Performance

Definition of Performance An organization or company if it wants to progress or develop, it is required to have quality employees. Qualified employees are employees whose performance can meet the targets or objectives set by the company. To obtain employees who have good performance, the implementation of performance is needed. The measure of performance can be seen in terms of certain quantities and qualities in accordance with the standards that have been set by the organization or company, the form can be tangible (the measuring tool or standard can be determined) or intangible (the measuring tool or standard cannot be determined), depending on the form and process of carrying out the work. The performance produced by employees in a company is determined by several factors and conditions, both from within the employee or from outside the individual employee. According to Mangkunegara (2016.67) Performance is the result of work in terms of quality and quantity

Leadership

Definition of Leadership Leadership in general is an ability contained in a person to be able to influence others or guide certain parties to achieve goals. FEB MH University. Thamrin 23 leadership is an ability or strength in a person to lead and influence others in terms of work, where the goal is to achieve a predetermined goal. Leadership literally comes from the word leader. The word leader contains the meaning of directing, fostering or regulating, guiding and also showing or influencing. Leaders have responsibility both physically and spiritually for the success of the work activities of those who are led, so that being a leader is not easy and not everyone will have the same in carrying out their leadership According to Effendi (2014,183) "Leadership is an activity of influencing with the ability to convince people to be

Work Motivation

Definition of Motivation Definition of Motivation Each employee has a different motivation in order to work well. A successful company operation to achieve a goal determined by good leadership from a leader. A leader is obliged to provide motivation to his employees. Motivation plays a very important role in a company. Therefore, motivation can be interpreted differently in each individual according to the place and circumstances of each individual. Motivation can be interpreted as an impulse that makes people work or perform certain actions, the spirit of people acting towards one goal is motivation. All behaviors that a person does in general are the result of personal motivation that exists in that person. To clarify the meaning of motivation, the opinions of several experts on the meaning of several motivations will be quoted, including: Mangkunegara (2017,81) stated that

Work Discipline

Work Discipline Discipline is an attitude, behavior and deed that is in accordance with company regulations, both written and unwritten. The regulations in question include attendance, slow entry, and early departure of employees. So this is an employee discipline attitude that needs to be addressed properly by the management. According to Afandi (2018, 12) Work discipline is a tool used by managers to change a behavior and as an effort to increase a person's awareness and willingness to obey all company regulations and applicable social norms. Meanwhile, according to Hasibuan (2017,193) stated that "Discipline is a person's awareness and willingness to obey all company regulations and applicable social norms. Discipline must be enforced in a corporate organization. Without the support of good employee discipline, it is difficult for the company to realize its goals. So, discipline is

Frame mind

H1: Suspected Leadership Affects Employee Performance at the Ministry of Education and Culture office

H2: Suspected Motivation Affects Employee Performance at the Ministry of Education and Culture office

H3: Suspected Work Discipline Affects Performance at the Ministry of Education and Culture Office

H4: It is suspected that Leadership, Motivation and Work Discipline affect Performance at the Ministry of Education and Culture office

RESULTS AND DISCUSSION

Reliability Test

The value of Cronbach's Alpa coefficient > 0.60. Meanwhile, if the accepted value is below 0.60, it can be said that the variable is not reliable. The results of the reliability test Variable Instrument Reliability Test Results

No	Variable	Cronbach's Alpha	Cronbach Alpha Standard	Description
1	Leadership (X1)	0.879	0.60	Reliable
2	Motivation (X2)	0.882	0.60	Reliable
3	Discipline (X3)	0.771	0.60	Reliable
4	Performance (Y)	0.789	0.60	Reliable

Based on the table above, the results of the leadership reliability, motivation, discipline and performance tests show that Cornbach's Alpha value > 0.60,

a. Normality Test The normality test has the purpose of testing whether in the regression model, the free variable and the related variable, both are normally distributed or not. The normality of the data in the study was seen by paying attention to the point in the P-pot regression standardized residual of the variable
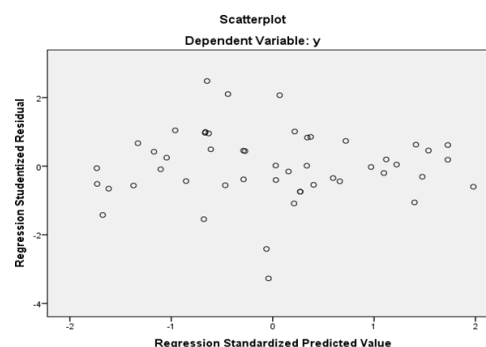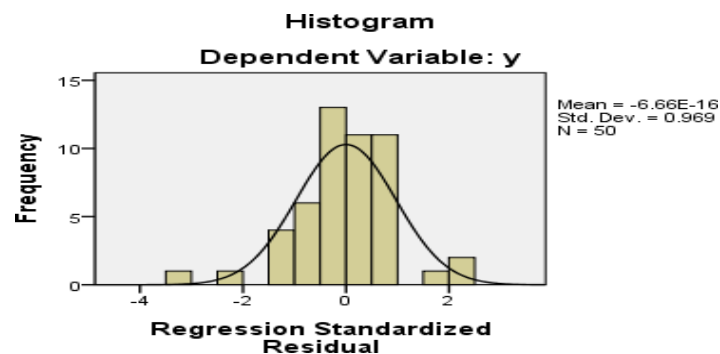
Multicollinearity Test If the tolerance > 0.10 and the VIF value < 10, then there are no symptoms of multicoloniality, if the tolerance < 0.10 and the VIF value > 10, then symptoms of multicoloniality occur

Multicollinearity Test Results

| Model		Unstandardized Coefficients		Standardize d Coefficients	Sig.	Collinearity Statistics	
		B	Std. Error	Beta		Tolerance	VIF
	(Constant)	1.113	3.409		.745		
	x1	.201	.084	.256	.020	.650	1.539
	x2	.218	.100	.305	.035	.377	2.650
	x3	.412	.171	.372	.020	.310	3.229

Based on the table of the results of the multicollinearity test, it can be seen that the VIF value is < 10 and the tolerance value > 0.1. Autocorrelation Test Autocorrelation Test

Model	Durbin-Watson
1	1,774

From the output above, it can be seen that the DW value is 1.774. And from the data volume (n=50) and the number of free variables (k=3) in the DW table with a significance of 0.05, the values of dL = 1.4206 and dU = 1.6739 were obtained, while 4-dL = 2.5794 and 4-dU = 2.3261. So that it can be concluded:

N	DW	dL	dU	4-dL	4-dU
50	1,774	1,4206	1,6739	2,5794	2,3261

Negative autocorrelation Nervous
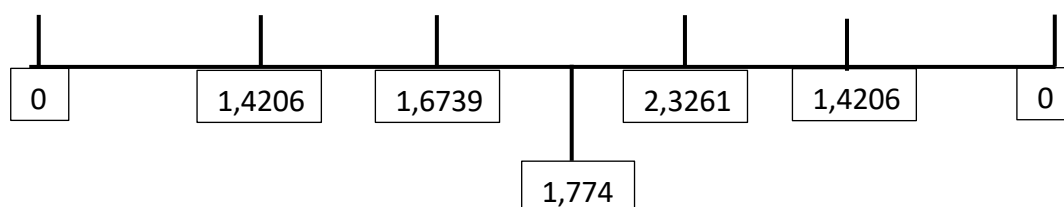
Durbin Watson Values

From the table and figure above, it can be concluded that there are no autocorrelation symptoms in this study, proving that dU (1.6739) < DW (1.774) < 4-dU (2.3261), that the value of DW= 1.774 is in the area between dU and 4-dU, that is, no autocorrelation occurs. Hypothesis Test Partial Test (t-Test) The partial test (t-test) is used to test how each independent variable (leadership, motivation, discipline) affects the bound variable (employee performance). The results of the t-test calculation are as follows:

Test Results t

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
	(Constant)	1.113	3.409		.327	.745
	x1	.201	.084	.256	2.402	.020
	x2	.218	.100	.305	2.177	.035
	x3	.412	.171	.372	2.408	.020

T value calculated > t table 2.402 > 2.01290 The significant value < 0.05 is 0.020 < 0.05

Simultaneous Test (Test F) The F or anova test is used to see how significant the influence of the independent variables (leadership, motivation, and discipline) together (simultaneously) on the bound variable (employee performance). The results of the F (Anova) test in this study can be seen in the following table:

Simultaneous Test Results (Test F)

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regresion	1669762 8975.206	2	8348814 487.603	66. 820	.00 0b
	Residual	1624285 028.171	13	1249450 02.167		
	Total	1832191 4003.377	15			

Based on the table above, it states: F value calculated > F table 66.820 >2.80 The significance value of < 0.05 is 0.000 < 0.05 thus it can be concluded that H0 is rejected and Ha is accepted with the F test, namely leadership, motivation, and simultaneous discipline have a significant effect on employee performance (Y).

1. The influence of leadership on employee performance Based on the results of the hypothesis tester (H1), it has been found that there is an influence between leadership and employee performance From the results of the calculation on the t-test, the significant value for the influence of leadership variables on performance variables is 0.020 < 0.05 with a t-value of 2.402 > 2.0129 t table, so it can be concluded that H1 is accepted which means there is a significant X1 to Y. The results of the study prove that leadership has a positive effect on employee performance, meaning that the performance of employees at the Directorate of Vocational High Schools is very good and this is inseparable leadership on the streets. As we know, leadership is one of the key factors for the success of the performance of employees. It can be imagined that if employees are led by bad leadership, their performance will decrease. But on the other hand, if the leader has good leadership, it will have an effect

2. The influence of motivation on employee performance Based on the results of the hypothesis tester (H2), it has been found that there is an influence between motivation and employee performance From the results of the calculation in the t-test, the significant

value for the influence of the independent variable of motivation on the employee performance variable is 0.035 < 0.05 with the t-value of 2.177 > 2.0129 t of the table, so it can be concluded that H1 is accepted, which means that there is a significant X2 on Y. Therefore, the results of this study test statistically prove that the influence of motivation on employee performance has a positive value in the Directorate of Vocational High Schools. Motivation is one of the most important factors in increasing employee work productivity. Good motivation is a reflection of the high work productivity of employees who have more motivation in work, of course, it will also affect the professionalism of their work, for example, the leader always motivates each employee so that he or she can

3. The influence of discipline on employee performance Based on the results of the hypothesis tester (H3), it has been found that there is an influence between discipline and employee performance From the results of the calculation in the t-test, the significant value for the influence of the discipline independent variable on the employee performance variable is 0.020 < 0.05 with a t-value of 2.408 > 2.0129 t table, so it can be concluded that H1 is accepted, which means that there is a significant X2 on Y. Discipline is an important factor for the good or bad performance of employees in carrying out their duties and regulations that apply in the agency. If work discipline is well maintained, then the performance results of employees will be satisfactory, on the other hand, if work discipline is bad, the performance results will be poor as well as for example leaders always come on time,

4. The Influence of Leadership, Motivation and Work Discipline on Employee Performance Based on the results of the F test, it can be seen that the F value is calculated at 66.820 > 2.80 with a significance level of 0.000 < 0.05, then H0 is rejected and Ha is accepted, it can be concluded that the leadership variables (X1), motivation (X2) and discipline (X3) together have a significant effect on employee performance. Thus, statistical testing proves that leadership, motivation and work discipline together have a positive and significant effect on employee performance. In other words, the model is worth using. According to the results of the questionnaire of the respondents, they believe that improving leadership, motivation, and discipline is very important and must be continuously improved and maintained. The results of this study are supported by previous research, namely Rivaldi Maniku, hanyAzza Umam, Muhammad Nurhaula Huddin (2019), Headar and Suandi putra syamsuddin (2014) "The Influence of Leadership and Limited Work Discipline

CONCLUSION

1. From the results of the study, there is a significant influence between leadership and employee performance which is proven to pass the t-test with a significant value of 0.020 < 0.05 with a t-value of 2.402 > 2.0129.

2. From the results of the study, there is a significant influence between employee motivation and performance as evidenced through the t-test with a significant value of 0.035 < 0.05 with a t-count of 2.177 > 2.0129.

3. From the results of the study, there can be a significant influence between motivation, and employee performance as evidenced by the t-test with a significant value of 0.020 < 0.05 with a t-value of 2.408 > 2.0129.

4. From the results of the research on the F test with the influence of leadership, motivation, and discipline have a significant influence on employee performance as evidenced by the F test where the F value is calculated > F table is 66.820 >2.80 with a significance level of 0.000 < 0.05.

So there is an influence between the variable X1 on Y, or in other words H0 is rejected and Ha is accepted.

1. Test of the Motivation variable on employee performance
    a. Formulate a hypothesis H0 : motivation has no effect on employee performance Ha : motivation has an effect on employee performance
    b. Determination of t calculation and significance value From the results in Table IV.22, it can be seen that the t calculation is 2.177 and the significance is 0.035
    c. Define t table t table can be seen in the significance table 0.05 with 2 sides (0.025), degrees of freedom (df) = n-k-1 where n is the sum of data and k is the free variable, so (df) = 50-3-1 = 46. Then the result for t table is 2.01290 (seen from row to column 46 significance 0.05 with a bidirectional test).
    d. Testing Criteria - If t counts < t table then H0 is accepted and Ha is rejected - If t counts > t table then H0 is rejected and Ha is accepted.
    e. Draw conclusions Based on table VI.22 above, it states: - T value calculated > t table 2.177 > 2.01290 - Significant value < 0.05 i.e. 0.035 < 0.05 So there is an influence between the variable X2 on Y, or in other words H0 is rejected and Ha is accepted.
2. Discipline Variable Test on employee performance
    a. Formulate a hypothesis H0 : discipline has no effect on employee performance Ha : discipline has an effect on employee performance
    b. Determination of t calculation and significance value From the results in Table IV.22, it can be seen that the t calculation is 2.408 and the significance is 0.035
    c. Define t table T table can be seen in the table of significance 0.05 from 2 sides (0.025), degrees of freedom (df) = n-k-1 where n is the sum of data and k is the free variable, so (df) = 50-3-1 = 46. Then the result for t table is 2.01290 (seen from row to column 46 significance 0.05 with a bidirectional test).
    d. Testing Criteria - If t counts < t table then H0 is accepted and Ha is rejected - If t counts > t table then H0 is rejected and Ha is accepted.
    e. Draw conclusions Based on table VI.22 above, it states: - T value calculated > t table 2.408 > 2.01290 - Significant value < 0.05 i.e. 0.020 < 0.05 So there is an effect between the variable X3 on Y, or by in other words, H0 is rejected and Ha is accepted.

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