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The Influence of Leadership Style and Work Facilities on Discipline and Its Impact on Employee Performance

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Abstract: The purpose of this study is to: 1) Find out the leadership style of regional employees, work facilities and follow-up to describe discipline with performance; 2) The purpose of this study is to test the direct and indirect influence of leadership style and work facilities on employee discipline; 3) This study was developed with the aim of testing how leadership style and work facilities affect employee performance both directly and indirectly; 4) The influence of discipline on employee performance; 5) Testing Leadership Style and Work Facilities on Employee Performance (Through Discipline). This study was conducted at the Regional Finance and Asset Agency of Tanjung Jabung Barat Regency, Jambi Province, Indonesia, with a research sample of 88. This analysis method uses the Path Analysis tool, and hypothesis testing uses the F test & t test using SPSS - V.22. Findings from the analysis; 1) Very good status in leadership style and work facilities, very good / very high in discipline practices and employee performance; 2) Discipline is influenced by leadership style and work facilities directly or indirectly. Simultaneously, the results of the significance test show that leadership style and work facilities affect discipline; 3) The results of the hypothesis testing are also known simultaneously to show that leadership style and work facilities have a significant influence on employee performance. Likewise, partially, leadership style and work facilities have a significant influence on employee performance; 4) Discipline has a significant influence on employee performance; and 5) Leadership style and work facilities through discipline affect employee performance.

Keyword: Leadership style and work facilities, discipline, performance.

INTRODUCTION

Dealing with the globalization and information technology era that is full of competition, tough and qualified human resources must be prepared to face all changes promised in (Zahari et al., 2022). Human resources are the most important organizational assets, and make those other organizational resources work (Simamora, 2015). The presence of the most important-and-strategic human resources in organizations requires attention from leaders and work facilities that can increase discipline towards organizational performance as well as regional government agencies.

Every leader basically has different ways in dealing with his followers. Leadership style refers to the behavior of leaders. Nawawi (2011) said that leadership style is the behavior or method chosen and practiced by a leader in influencing the thoughts, feelings, attitudes and behavior of organizational members or subordinates.

One of the factors that determines an increase in employee performance is paying attention to facilities So good organizations / agencies should consider with these two words for boosting work productivity. Work facilities take the shape of faculties and accommodations that can be established at a place revolving around employees workspace which enable them to function in order to accomplish their tasks. Moenir (2014) argues that work facilities themselves are all existing for use, dressing-place-parking and other places available to employees engaged in or as part of the smooth running of their jobs. Sunyoto (2013) disclosed that all of these requirements to be served or finished building is an obligation for the organization, until whoever desire a more fulfill facilities they have, the better it will be and productivity will experience a significant increase.

Apart from that, it is also important to pay attention to employee work discipline factors because the success of an organization in providing public services to the community requires employees to be prepared at work. According to Sutrisno (2009) good employee discipline will accelerate organizational goals, while declining discipline will hinder and slow down organizational achievements.

Regional Financial And Asset Agency BKAD is one of the SKPDs at West Tanjung Jabun Regency, Region of Jambi Province in Indonesia which always improves itself so that it can be a model for other agencies. These services require professional employees that operate according to the main task and functions already decided by organizations. Nevertheless, this agency is caught in the realitySome of it are due to 55remains limited that there are still a lot of employees not included ASN stats. The leader cannot decide to pass on it — 06% and p Even today, many places of work still fail to satisfy our wish-list. But otherwise still some employeees that do not follow the working hours they are allowed to take. Conditions have resulted in a number of work programs not being realized as targeted.

Finally the author would like to find an answer by this explained phenomenon: 1) Develop Customer Service initiatives around leadership style, work environment and accountability as well performance of regional employees; 2) This study was a research on direct and indirect impact of Leadership style & Work Facilities over Employee Discipline; 3) Impact Analysis of Leadership Style and Work Facilities Student Job Performanceindirect effect); 4) Used to evaluate the influence of discipline on employee performance; and 5) Leadership style, work facility by discipline to employee performance.

METHOD

The research study was carried out in the Regional Money together with Property Firm (BKAD) West Tanjung Jabung Regency, Jambi District, Indonesia. There are 2 kinds of information that can be made use of in this research study specifically second together with key information. According toSugiyono in Sudirman, et alia (2020) key information is researcher-collected study which straight obtain from the very first celebration resources together with the second information is paperwork or released or solution others occasionally utilized by companies. There are 88 example restrictions at researchittings. We made use of a demographics tasting technique (i.e., filled example). Evaluation of information causes all making use of formerly as well as a post-test approach, with the Path Analysis device (Case

devices) Testing F examination plus t examination to confirm theory. Analytical evaluation was done by utilizing SPSS V. 22 Data Analysis software application.

RESULTS AND DISCUSSION

Test Research Instruments

Validity Test

Nonetheless the precision examination is a tribute information to archival plus utilized for confirming that the classifications of declaration products developed in regards to each variable indicator ¬- design of management, workplace degree, self-control's imitate coupled with worker performance, will certainly be used once again if future research study utilizes this range or otherwise. Hence the examination of credibility has actually been executed on surveys made use of in this research study. As written by Ghozali (2013), if r > r table, it was determined that the validity test indicators has meet reliability. An unreliable indicator on the other hand is when r count < r table r = The r table value itself were calculated based on the formula df = 88 – 2, i.e., df = 86 which equals to the following number: r-table = 0.2096 The following are the results of the validity test of the research variables.

Table 1. Performance Questionnaire Validity Test Results

Items	r-count (X_1)	r-count (X_2)	r-count (Y)	r-count (Z)	r table	Information
Item 1	0.802	0.819	0.797	0.712	0.2096	Valid
Item 2	0.890	0.740	0.761	0.679	0.2096	Valid
Item 3	0.722	0.780	0.795	0.785	0.2096	Valid
Item 4	0.734	0.764	0.771	0.795	0.2096	Valid
Item 5	0.623	0.703	0.723	0.780	0.2096	Valid
Item 6	0.824	0.806	0.819	0.850	0.2096	Valid
Item 7	0.744		0.702	0.815	0.2096	Valid
Item 8	0.763		0.689	0.775	0.2096	Valid
Item 9	0.714		0.661	0.498	0.2096	Valid
Item 10	0.771			0.698	0.2096	Valid
Item 11				0.778	0.2096	Valid
Item 12				0.735	0.2096	Valid

Source: Processed Data from SPSS 22.0 Program

The results of the validity test for each research variable show that all items have a calculated r value > r table. Thus, it can be stated that all items are declared valid, and there is no need for elimination.

Reliability Testing

Reliability testing aims to examine the ability of a questionnaire for measuring this concept consistently or its test–retest stability over time. High or low Cronbach's alpha coefficient obtained through the test process to indicate how consistent answers are. Cronboach alpha value > 0.60: Reliability/Consistency of the measuring instrument used The results of the research variable reliability test are shown in Table 2 below.

From the data handling results, it is known that Cronbach's Alpha states the reliability coefficient for each research variable conducted in this study to be as follows :

Table 2. Reliability Test Results

Variable	Cronbach's Alpha	Limits of Tolerance	Information
Leadership Style	0.776	0.60	Reliable
Work facilities	0.792	0.60	Reliable
Discipline	0.777	0.60	Reliable
Performance	0.769	0.60	Reliable

Source: Processed Data Through the SPSS 22.0 Program

The reliability coefficient (Cronbach's Alpha) for each variable studied has exceeded 0.60.This confirms that the criteria for all variables are declared reliable. This means that there is consistency in respondents' answers to the questionnaire statements submitted from the four variables in this research.

DescriptiveResearch Variables

Descriptive analysis of the data from this research was used to analyze data on respondents' responses to each variable indicator studied. To make it easier to interpret the results of the respondents' responses, they will be explained based on each variable studied, namely leadership style, work facilities, discipline and employee performance. It was explained in the form of questions asked to 88 respondents. An overview of the scoring results given by the respondents for the four variables, namely.variable leadership style, work facilities, discipline and employee performance. as follows:

Table 3. Descriptive Analysis Results per Variable

No	Variable	Total Score	Scale range	Criteria
1	Leadership Style	3732	3696 – 4400	Very good
2	Work facilities	2296	2217.6 – 2640	Very good
3	Discipline	3436	3326.4 – 3960	Very high
4	Performance	4464	4435.2 – 5280	Very high

Source: Primary data, processed 2024

The table over, showfrom hresults of detailed evaluation of information utilizing a Likert range for participants' solutions variableleadership design and also function centers are classified as great, self-control and also worker efficiency are identified as extremely high.The outcomes of this study program sEvery staff member has a favorable assumption of the characteristicleadership design as well as function centers, technique as well as worker performance BKAD West Tanjung Jabung Regency.

The outcomes of participants' response to the management design variable were mentioned to be consisted of in the " Very Good" classification with an overall rating for the management design variable (X_1) of 3732 which remains in the range series of 3696-- 4400. This problem reveals the habits or management design utilized in executing day-to-day jobs. days can boost staff member efficiency.

The work facilities variable (X_2), is stated to be included in the "Very Good" category with an average score of 382.7, or a total score for the work facilities variable (X_2) of 2296, which is in the scale range of 2217.6–2640. This condition shows that existing work facilities can improve employee performance.

The discipline variable (Y) is included in the "Very High" category with an average score of 382, or a total score for the discipline variable (Y) of 3436, which is in the scale range of 3326.4–3960. This condition shows that the discipline given to existing employees really supports improving employee performance.

The employee performance variable is included in the "Very High" category with an average score of 372 or a total performance variable score of 4464, which is in the scale range of 4435.2–5280. This condition shows that employees in carrying out their daily tasks can support improving employee performance at BKAD West Tanjung Jabung Regency.

Path Analysis

Course evaluation is made use of to establish the size of the partnership or straight and also indirect impact in between exogenous (independent) variables on endogenous (reliant)

variables.BBased on the outcomes of information handling with SPSS V. 22, the beta worth of the course coefficient is referred to as complies with:

Table 4. ValuesPath Coefficient (Beta)

Model	Unstandardized Coefficient		Sig.
	B	Std. Error	
X1 against Y	0.195	0.086	0.034
X2 against Y	0.691	0.088	0,000
X1 against Z	0,269	0.087	0.005
X2 against Z	0,619	0.089	0,000
Y against Z	0,826	0.060	0,000
rx1x2 = 0.778			

Source: Data Processing Results

For solution the objective study the impact of leadership design, job centers on employee performance through discipline can be explainedin number 1as complies with

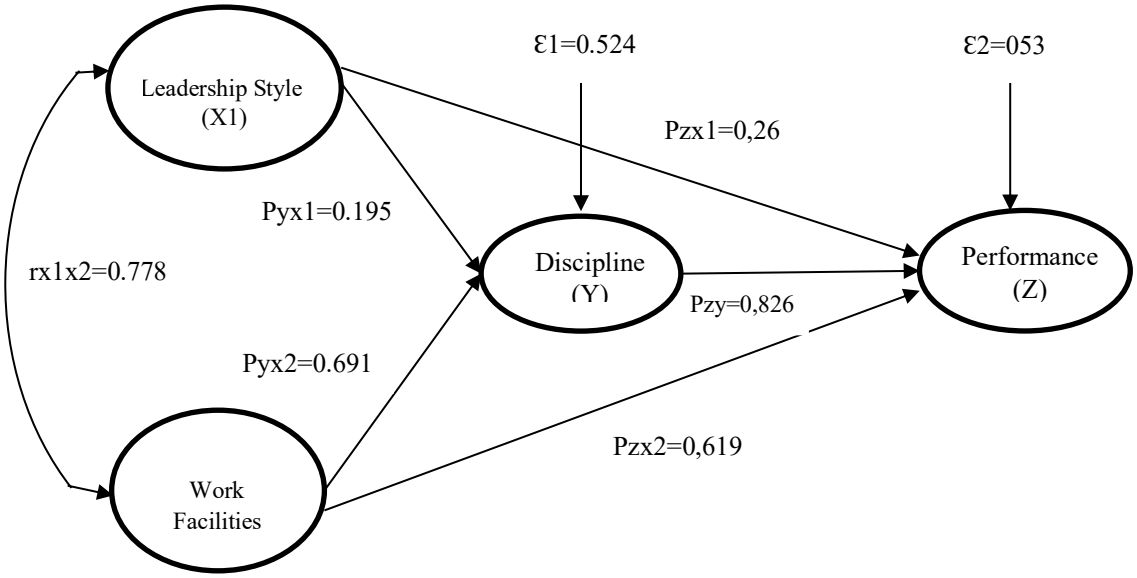


Figure 1. Path analysis of Variables X_1 and X_2 towards Z through Y

Based on Figure 1, it is known:

1. The direct effect of (X_1) on (Y) = 3.80%, indirect influence 10.48% and the total effect is 14.28%. Connect work facilities (X_2) on to (Y) by 47.74% indirect influence 10.48% & total influence = 58.23 %. The effect of influence leadership style (X_1) with discipline (Y), is less than the impact work facilities (X_2) withdicipline(Y).
2. The direct influence of (X_1) on (Z) is 7.23%, indirect influence 12.95%. And the total effect is20.18%. Influence work facilities (X_2) directly to (Z) by38.31%, indirect influence 12.95% and its total influence amounting to 51.26%. Influence leadership style (X_1) against employee performance (Z) is smaller than the influence work facilities (X_2) against employee performance(Z).
3. Influence discipline (Y) to performance (Z) of 68.2%.
4. Influence leadership style (X_1) and work facilities (X_2) to performance (Z) through discipline (Y) is equal to 85.21%.

Hypothesis Testing

The research model hypothesis made-fit-to-model and so the work does not go through refuse works way around with F test simultaneously (F table 2.71) error level less than α-50

(<0,05) or partially are capable of testing, calculated t-value ≥ critical value of t-table ((1.98827), but for σ α -Data analysis results show that there is no significant influence from independent variables to dependent varible <5% only (>5 %). Model said no/ Signed denial. Table 3 Results of hypothesis testing in this study full size table.

Table 3. Summary of Calculated F and t Calculated Values

Hypothesis	F-count	t-count	Sig.	Information
X1 and X2 →Y	111,984		0,000	Hypothesis Accepted
X1→Y		2,153	0.034	Hypothesis Accepted
X2→Y		7,627	0,000	Hypothesis Accepted
X1 and X2→Z	105,813		0,000	Hypothesis Accepted
X1→Z		2,906	0.005	Hypothesis Accepted
X2→Z		6,691	0,000	Hypothesis Accepted
Y→Z		13,595	0,000	Hypothesis Accepted

Source: SPSS 22.0 for windows output.

Table 3 indicates that the proposed research hypotheses can be accepted (both wholly and partially). Work facilities = leadership. It has an enormous effect on discipline and performance, just as well a lack of discipline would have a significant impact right through to ultimately the crunch point being poor performances itself.

Discussion

Overview of Leadership Style, Work Facilities, Discipline andPerformance

Results: both of the variables, dataleadership style andwork facilities dropped in very good category according to descriptive analysis. High — Good discipline and performance. It can be seen in the management style implemented by PayesBKAD South Nias Regency with conditions conducive work environment supported facilities and infrastructure employees' jobs so that makes love to go loyal employee at work hereinafter increased one level above disciple as a result, affect services increase performance.

The Influence of Leadership Style and Work Facilities on Discipline

Path Analysis results show that there is direct and indirrect influence of leadership style variables and work facilities to discipline. Similarly the results of hypothesis testing presented that at once and partly leadership style variable and work facilities significantly influenced in employee discipline.

This finding is relevant to Hasibuan (2016), among other things as an empirical fact of discipline which has a fundamental role in human resource management and may be used as indicator or control criteria for testing alternative mechanical function of managing people that was carried out. Hence it may be concluded that discipline is a make or break factor of an agency's goals. Work Discipline (Rivai, 2014) Work discipline is virga that managers use to communicate with their employees so they want to change behavior and as an effort of increasing the awareness and willingness for a person obeying all company regulations and social norms relevant.

Luthans (2014) work discipline can arise from within oneself or from orders from a leader, including: a) Self-discipline, namely discipline that arises because an employee feels that his needs in the company are met and feels that he has become a part of the company. b) Command discipline, namely discipline that arises due to coercion from superiors.

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The Influence of Leadership Style and Work Facilities on Performance.

Results from possible path of cause and effect founded that there are direct together with indirect implications because independent variables (leadership style, work facilities), dependent variable(employee performance). One of the work facilities only had a more significant role between variables so that can be seen for leadership style to employee performance with (20.18%) by comparing where other facility variable does not fall into it. Work facilities factors also can look at impact go to 51.26% other items high of work facilities in on employee activities is due because the job building capable aid employees if brings routine activity so; basic task and function.

The outcomes of theory screening show that the variables of management design plus job centers all at once have a considerable impact on worker efficiency. The management design has a huge effect on staff member efficiency (a modest variable). In a similar way the variables which contains function center has a substantial effect over worker efficiency. This problem suggests that the work environment can be among the aspects probably to lead workers in the direction of peak performance. Which converts to: fantastic job centers amounts to satisfied worker amounts to greater efficiency.

This result in the same vein with Thoha (2013) who stated that by working leadership he will influence his subordinates' perceptions discipline them, i.e., channeling employees to clarity of work and goals as well as performance and job responsibility duties. According to Schermerharn (2010), a good leader or manager is someone who can set up situations for an individual, by themselves and through others be able to perform well at work. Rivai (2014) defines leadership style as a combination of traits used by leaders to affect the behavior or performance of subordinates so that organizational goals are achieved. Based on the results of research costs by jufrizen and hadi in 2021, they are partially facilitating their work has a significant positive effect on empolyee performance. Research by Fitriani (2013) and Murtiningsih (2012) found that work facilities have a very significant effect on employee performance.

The Effect of Discipline on Performance

According to the research results, it is shown that discipline has a positive and significant effect on employee performance. These results describe that if the employee has a high level of discipline when doing his main responsibilities, then this person can guarantee to always be able to give maximal work productivity (standard) for an organization or agency — thereby as great levels from employee's disciplined in working carry-out duties in Organization & thus good growth performance and its role.

The results of this research are also in line with the theory posed by Sedarmayanti (2018), discipline is an important function within human resource management and it becomes key figure toward realization objectives, that without disciplined individual or group then will be difficult reach maximum goals. Sedarmayanti (2018) states that discipline is an understanding of employees to follow all company regulations and the general norms prevailing in society, According to Sutrisno (2016), employee discipline that is still good will

help the company realize its goals quickly, while on the contrary a decrease in wage earnings with even less employer discilplinies wich causes slowing down of achievements or targets already outlined by other parties within the scope set. Based on the discussion above, research conducted by Zahari, et al (2023) concluded that work discipline had an influence on employee performance.

The Influence of Leadership Style and Work Facilities through Discipline on Performance.

Facing the challenges of globalization and information technology which are characterized by increasingly fierce competition, strong and high-quality human resources must be prepared to anticipate all changes that will occur (Zahari, el al, 2022). Human resources are the most important organizational assets, and make other organizational resources work (Simamora, 2015). The existence of very important and strategic human resources in organizations requires attention from leadership and work facilities that can increase discipline in efforts to achieve organizational performance, including regional government agencies.

This indicates that improvingperformance which must underline the variables of leadership style, work environment and discipline possessed by employees so that it means this can be interpreted as good to increase positive results on a unit or organization because in line withbetter leadership implemented supported by proper environmental support and employee discipline carry out organizational duties accordingtheir main tasks functions then automatically little productivity will also appear. achieved.

CONCLUSION

1. Management design and also function centers remain in great problem, technique and also worker efficiency remain in great problem.
2. Management design as well as job centers have a straight as well as indirect impact on self-control. The outcomes of synchronised theory screening reveal that management design plus job centers have a substantial impact on technique. Also, partly, management design as well as job centers have a considerable impact on technique.
3. Management design and also job centers have a straight plus indirect impact on staff member efficiency. The outcomes of simultaneous theory screening reveal that management design as well as job centers have a considerable impact on staff member efficiency. In a similar way, partly, management design plus job centers have a substantial impact on staff member efficiency.
4. Technique has a considerable result on staff member efficiency.
5. Management design as well as job centers via technique impact worker efficiency.

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