



Employee Performance: Leadership Styles, Discipline and Motivation

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Abstract: Leadership style is a factor that determines the development of an organization. Work discipline and motivation are determining factors of the employee's performance. This study aims to describe and examine the influence of leadership style, discipline, and motivation variables on employee performance. The research object consists of the Online Library which are Google Scholar and some online media. The research method used library research from e-book and open access e-journal. The results in this study are Leadership Style, Discipline, and Motivation have a positive effect on employee performance.

Keyword: Employee Performance, Leadership Style, Work Discipline, Motivation

INTRODUCTION

Master students are obliged to do research in the form of a thesis. Not only the students, the lecturers are also expected to be active in conducting studies and making scientific articles for publication. Scientific work is one of the requirements for master students who will complete their studies.

Students and authors have some problems finding articles that support the preparation of scientific papers in previous studies. Previous research is very important to improve the theory under study to approach the relationship of variables and develop the hypothesis. Therefore, in this study will discuss about The Role of Leadership Styles, Work Discipline, and Motivation on Employee Performance, in the field of Science.

Based on Research Background, Questions of the problems of this research are as follows:

1. What is the role of Leadership Style on Employee Performance?
2. What is the role of Work Discipline on Employee Performance?
3. What is the role of Motivation on Employee Performance?

LITERATURE REVIEW

Employee Performance

Performance is a series of work behaviors that contribute positively and negatively (Wibowo, 2016). The indicators according to Wibowo (2016) the goals, standards, feedback, equipment, abilities, motives, and job opportunities.

Performance is a reflection of the implementation of a program or policy to realize an organizational goal, vision, and mission outlined in the organization's strategic planning (Moeheriono, 2010).

(Oktarini, 2021) and (Elizar, 2018) have conducted research from previous research, it can be concluded that employee performance can be achieved by individuals or groups within an organization in achieving their duties and obligations.

Leadership Styles

Rifai and Deddy Mulyadi (2011), stated that Leadership is the process determining organizational goals, motivating followers to achieve goals, and influencing the improvement of the group and its culture.

Leadership is the success of influencing groups to achieve their goals. (Robbins & P Stephen, 2011). Leadership indicators are 1) humility; 2) honesty, fairness, and trustworthiness; 3) commitment; 4) patience; 5) transparency.

Leadership Style has been studied by several researchers including (Oktarini, 2021) and (Indra & Fajar, 2019). Based on several theories, it can be concluded that leadership is a person's power to influence someone or another group in a job.

Discipline

Discipline is a form of obedience of a person following company regulations and norms that exist in the company (Hasibuan, 2004).

Work discipline is one of the attitudes of a person to influence performance. According to Rivai (2005) discipline has several indicators including attendance, compliance with work regulations, and compliance with work standards.

(Muhammad Andi, 2019) and (Zakaria, 2022) have examined disciplinary variables. Based on some of the theories above, it can be concluded that discipline is a person's attitude to obey the guidelines / rules that apply to the organization.

Motivation

Motivation is a factor that determines a person's behavior that is influenced by external factors (Herzberg, 2019).

Motivation is an attitude and value that can influence individuals to achieve detailed individual goals (Veithzal (2010: 837).

This motivation has been extensively researched by previous researchers including (Rosmaini, 2019) and (Tatan & Oyon, 2019). Based on the above opinion, it can be concluded that motivation is something that affects individuals and groups, both from outside themselves to achieve a goal.

Review of Relevant Articles

Based on the theoretical study above, review relevant articles such as shown in the table below:

Table 1: Review of relevant articles

No	Author (Year)	Previous Research Results	Similarities with this article	Differences with this article	H
1	Oktarini (2021)	Leadership, competence and work motivation have a positive and significant impact on employee performance	The discipline variable has an influence on employee performance.	There are differences in variables, namely competence affects employee performance	H1
2	Indra & Dawn (2019)	Leadership and Motivation are not significant on employee performance Pexercice is positive and significant.	Using leadership variables and employee motivation and performance	There are different variables, namely training on employee performance	H1
3	Andi, Taufik, and Lukman (2019)	Competence, discipline have a positive and significant influence on employee performance	Both use discipline and employee performance variables	There are differences in variables, namely competence in employee performance	H2
.4	Zakaria Yahya (2022)	Work discipline, work environment, work culture have a positive and significant effect on employee performance	The same uses discipline as an independent variable and employee performance as a dependent variable.	There are differences in variables, namely work environment and work culture in employee performance	H2
.5	Rosmaini & Hasrudy (2019)	Competence, motivation have a positive and insignificant impact on employee performance, job satisfaction has a positive and significant effect on employee performance	In addition, we use the motivation variable as independent variable and employee performance as the dependent variable	There are differences in variables, namely competence and job satisfaction	H3
6	Tatan & Oyon (2019)	Orientation, leadership and discipline affect employee performance.	Both use variables of motivation, leadership and discipline and employee performance.	Differences in analysis techniques	H3

RESEARCH MRTHOD

This research used a quantitative descriptive method and literature reviews quoted from Google Scholar and other online academic websites.

For qualitative research, this is done by creating research questions. Research questions to determine data collection and how to analyze it.

FINDINGS AND DISCUSSION

Based on the study of theory and relevant articles, the discussion of this article is to analyze the role between variables and make conceptual following the next research plan:

The Role of Leadership Style in Employee Performance.

A leadership style is something that one person uses to influence another. The principles or concepts of Leadership Style are Service, make decisions, set an example, take responsibility, work together, create change. Leadership, positive and significant influence on employee performance (oktarini, 2021). Leadership Style plays a role in Employee Performance, this is in line with research conducted by: (Oktarini, 2021),

The Role of Discipline in Employee Performance.

Discipline is a person's attitude to obey the guidelines / rules that apply to the organization. The principles or concepts of disiplin are to be present on time, obedient and obedient, and not to show laziness. The role of discipline in employee performance is a positive and significant influence (Andi, 2019). Discipline plays a role in Employee Performance, this variable is the same as previous research: (Andi, 2019), (Zakaaria, Yahya, 2022)

The Role of Motivation in Employee Performance.

Motivation is something that affects individuals and groups both from outside themselves to achieve a goal. The principles or concepts of Motivation are the guarantee of minimum wages, steadfastness in the provision of compensation and the working of the motivation system shows openness from management. The role of motivation in employee performance is a positive influence (Rosmaini, 2019. (Rosmaini, 2019), (Tatan & Oyon, 2019). Have researched and in line with motivational variables affect employee performance.

Conceptual Framework

Based on the questions of the problems, discussion and research of relevant research, a conceptual framework of the article is obtained as shown below.

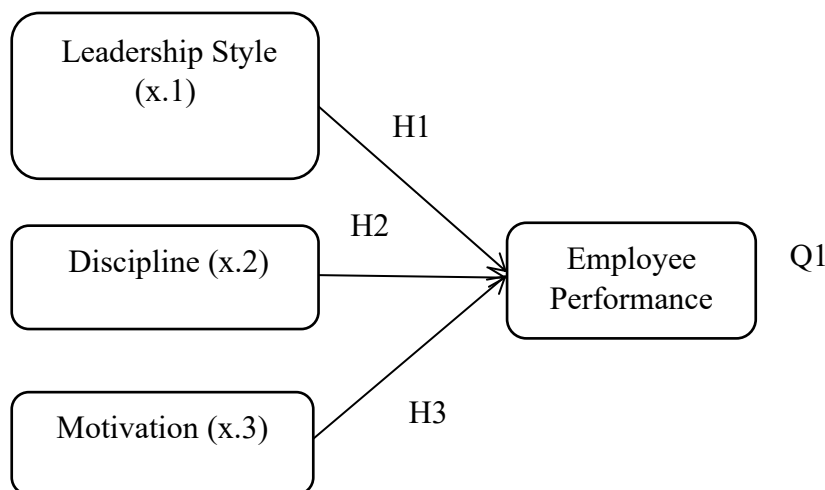


Figure 1: Conceptual Framework

Based on the conceptual framework picture above, then: Leadership Style, Discipline, and Motivation play a role in Employee Performance. In previous studies, there were several other factors that influenced employee performance, including:

- 1) Competency: (Oktarini, 2021), Rosmaini, & Hasrudy, 2019) and (Elizar & Hasrudy, 2018),
- 2) Work environment (Elizar & Hasrudy, 2018), (Syalimono & Syaiful, 2019), (Rizal, 2019)
- 3) Training: Indra & Fajar, 2019), ((Elizar & Hasrudy, 2018)
- 4) Job Satisfaction: (Rosmaini, & Hasrudy, 2019), (Rizal, 2019)

CONCLUSION

Based on the formulation of the problem and the discussion of this article, the conclusion is to formulate hypotheses for further research, namely:

1. Leadership Style plays a role in Employee Performance.
2. Discipline plays a role in employee performance.
3. Motivation plays a role in Employee Performance.

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