
DETERMINANT OF EMPLOYEES PERFORMANCE (Case of South of Sulawesi)

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ABSTRACT

Performance is one of the tools to measure negligence in managing human resources in one organization. Leadership and discipline are two things that affect performance. This study aims to determine the factors that influence employee performance. The analytical method used in this study is descriptive and multiple regression. The results showed that leadership and discipline had an effect on performance, but the effect was very small at only 0.396 percent.

Keyword : Human Resources, Organization, Leadership, Discipline

INTRODUCTION

Human resources are one of the most important factors that must be managed properly to improve the effectiveness and efficiency of the organization or company. Purnaya (2016) Human resource management is a process of planning, organizing, directing and supervising the activities of procurement, development, compensation, integration, maintenance and release of human resources in order to achieve the goals of individuals, organizations and society.

Leadership coincides with human civilization since ancient times where people gather together and work together to maintain their existence. Since then the occurrence of cooperation between humans in the world and the emergence of elements of leadership. Leadership is a process of

influencing behavior that is a role model for interactions between leaders and followers and achieving more real goals and a shared commitment to achieving goals and changes to a more advanced organizational culture. Leadership is also often known as the ability to obtain consensus of members of an organization to carry out management tasks so that organizational goals are achieved.

Leadership cannot be created or promoted, nor can it be taught or learned. The organization is tasked with creating conditions that enable potential leadership qualities to be effective. The qualities of leadership are part of a person's basic arrangement. These characteristics only become clear and visible until the person is in a leadership situation. Timothy (2016).

Yukl (2009) say that leadership is the ability of individuals to influence, motivate,

and make others able to contribute to the effectiveness and success of the organization. Leadership is a way of influencing and motivating others so that people want to contribute to the success of the organization. Timothy (2010: 65) Leadership is influencing the actions of others to achieve the ultimate goal expected.

Understanding discipline can be connoted as a punishment, even though the real meaning is not so. Discipline is the practice or education of politeness and spirituality and the development of character. so the nature of discipline is related to the development of a decent attitude towards work.

Christian, F (2018) The result of research show that leadership and motivation have significant effect on employee performance.

Yuwono (2009) discipline is a mental attitude of a person or group of people who are always willing to follow or obey a predetermined decision. In addition to some notions of employee discipline mentioned above, Moenir (2008) argues that "Discipline is obedience whose attitude is impersonal, does not use squeeze and does not use self-interest or personal interests. Work discipline is essentially how to grow awareness for the workers to carry out the tasks that have been given, and the formation of this work discipline does not arise by itself. Harlie (2010)

Performance is part of work productivity, productivity comes from the word "productive" meaning something that contains the potential that is extracted, so

productivity can be said as a structured activity process to explore the potential that exists in a commodity or object. The philosophy of productivity can actually mean the desire and effort of every human or group to always improve the quality of life and livelihood.

Sugiyono (2009: 29) Performance appraisal is a systematic description or description of the strengths and weaknesses associated with a person or group. Mangkuprawira (2007: 6) Performance is the result of work in quality and quantity achieved by an employee in carrying out their duties according to the responsibilities they provide.

MATERIAL AND METHOD

The population in this study were all employees in South Sulawesi. The sample in this study were 150 people with the Stratified Random sampling method. This research was conducted in 15 districts / cities. Each district / city has taken 10 employees as samples.

In order for a data collected to be useful, it must be processed and analyzed first, so that it can be used as a basis for decision making. The purpose of the data analysis method is to interpret and draw conclusions from the amount of data collected. Data processing in this study using the SPSS 21. In this study using two methods of analysis:

1. Descriptive Analysis. Descriptive analysis provides an overview of the influence of leadership and discipline on employee performance in South Sulawesi

2. Multiple Regression Analysis. The results of data collection will be collected by each variable as a value of each respondent and can be calculated through the SPSS program. Data analysis method uses statistical calculations and SPSS program to test the hypothesis that has been determined whether it can be accepted or rejected. In this study statistical calculations using multiple regression analysis model with the following equation:

$$Y = a + \beta_1 X_1 + \beta_2 X_2 + e$$

RESULT AND DISCUSSION

Validity testing is intended to determine the validity of the instrument questionnaire used in data collection. Validity test is done to find out how far the accuracy and accuracy of the items presented in the questionnaire from the research tool in carrying out its functions. Validity test used is the item total correlation method, namely the correlation method between item scores and total score.

Based on the results of testing the validity in the table above, it is known that all items of the variable leadership and work discipline statements on employee

performance showed a coefficient of correlation greater than the R table value (0.281). Thus all the statement items of the three variables above are declared valid. After testing the validity of the questionnaire, the questionnaire was tested for reliability. Reliability test is a measure to show stability in measuring which means the questionnaire is consistent if it is used to measure the concept or structure of another condition conditions.

The reliability test results show that all variables have a fairly large Alpha above 0.30 so that it can be said that all measuring concepts of each variable from the questionnaire are reliable so that the items in each variable concept are suitable to be used as a measuring tool.

The Determination Coefficient is a quantity that shows the magnitude of the dependent variables that can be explained by the independent variable. In other words, this Determination is used to measure how far the independent variables explain the related variables. Partial coefficient value with adjusted R square value.

Table 15 Simultaneous Determination Coefficient Summary Model

| Model | R (Korelasi) | R Square (Determinasi) | Adjusted R Square | Std. Error of the Estimate |
|-------|-------------------|---------------------------|-------------------|-------------------------------|
| 1 | .630 ^a | .396 | .370 | 1.910 |

a. Predictors: (Constant), Discipline, Leadership

Based on the table, the value of the Determination coefficient (r Square) obtained is 0.396. This shows that it is 0.396 or 39.60%. Leadership variables and work

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discipline contribute to or contribute to employee performance, and the remaining 60.04% is influenced by other variables not included in this model.

Correlation Analysis is a statistical method that is used to determine the strength or degree of a linear relationship between two or more variables. Correlation is linked to r with the condition that the value of r is not more than $(-1 \leq r \leq 1)$. If the value of $r = -1$ perfect negative correlation $r = 0$ means that there is no correlation, and $r = 1$ means that the correlation is strong. Based on this table, the value of the correlation coefficient is 0.630. So it can be stated that there is a positive relationship between the variables of leadership and work discipline on performance that is in the sufficient category. As a guideline for interpreting correlation coefficients.

CONCLUSION

Conclusion of this research is showed that leadership and discipline had an effect on performance, but the effect was very small at only 0.396 percent.

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