

THE INFLUENCE OF LEADERSHIP STYLE AND WORK ENVIRONMENT ON WORK DISCIPLINE AT THE INVESTMENT AND ONE-STOP INTEGRATED SERVICE AGENCY (DPMPTSP) OF MAKASSAR CITY

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Abstract

This research aims to test and analyze the influence of leadership style and work environment on work discipline at the Investment and One-Stop Integrated Service Office (DPMPTSP) of Makassar City. The population in this study consists of employees of the Investment and One-Stop Integrated Service Office of Makassar City, while the sample comprises 58 respondents. This research analysis uses multiple linear regression analysis with the SPSS version 23.00 statistical application for data processing. The results of this study indicate that Leadership Style has a positive and significant effect on Work Discipline, while Work Environment has a positive but insignificant effect on Work Discipline.

Keywords: Leadership Style, Work Environment.

Abstrak

Penelitian ini bertujuan untuk menguji dan menganalisis Pengaruh Gaya Kepemimpinan dan Lingkungan Kerja Terhadap Disiplin Kerja Pada Dinas Penanaman Modal dan Pelayanan Terpadu Satu Pintu (DPMPTSP) Kota Makassar. Populasi dalam penelitian ini adalah pegawai Dinas Penanaman Modal dan Pelayanan Terpadu Satu Pintu Kota Makassar, sedangkan sampel berjumlah 58 responden. Analisis penelitian ini dengan menggunakan analisis regresi linear berganda dengan program aplikasi statistic SPSS versi 23.00 untuk pengolahan data. Hasil penelitian ini menunjukkan bahwa Gaya Kepemimpinan berpengaruh positif dan signifikan terhadap Disiplin Kerja sedangkan Lingkungan Kerja berpengaruh positif dan tidak signifikan terhadap Disiplin Kerja.

Kata Kunci : Gaya Kepemimpinan, Lingkungan Kerja.

INTRODUCTION

In facing the era of globalization, companies, as a form of organization, cannot be separated from human labor, even though the company's activities have sufficient capital and modern technology. This is because, no matter how advanced technology is, without being supported by humans as its resource, the company's goals will not be achieved. "Human resources (HR) play a crucial role in determining the progress or decline of an organization, business, institution, or unit. Therefore, the advancement of an organization is also determined by the quality and capacity of the human resources that create it." (Huzain, 2021).

One form of quality in human resources is the attitude of discipline. "Discipline is one of the means in the effort to shape a well-ordered personality in carrying out tasks; discipline can also take the form of time management in carrying out activities and so on." (Pratiwi, 2019) The implementation of discipline for employees is expected to improve employee performance and company performance. According to (Sutrisno, 2019), work discipline is a tool used by managers to communicate with employees so that they are willing to change certain behaviors and as an effort to enhance awareness and willingness to comply with all company regulations and applicable social norms.

In achieving the desired goals, every company requires good management that is related to efforts to reach the company's objectives. The style of leadership is one of the keys to a company's success in managing its human resources. According to Kusdarianto et al. (2022:84) in the journal of management, business, and economics, "leadership style is the ability possessed by a leader to influence others in terms of behavior, both individually and collectively" (Arafah, M.Z, 2024:211). According to

Agustin (2021:129), "Style is the way a leader influences the behavior of subordinates, so that they are willing to cooperate and work productively to achieve organizational goals." (Arafah,M.Z, 2024:210).

Next, (Saputra, 2022, p. 69) The work environment is everything that surrounds workers and can influence them in carrying out their assigned tasks. The work environment greatly affects employee performance in completing their work. A work environment can be considered good if it creates a comfortable, healthy, safe, and pleasant atmosphere for employees to carry out their tasks.

The Investment and One-Stop Integrated Service Agency of Makassar City is one of the local government agencies in Makassar City that implements a one-stop service system. The DPMPTP of Makassar City, as an institution specifically tasked with providing licensing services that directly interact with the community, can essentially be regarded as a new breakthrough or innovation in local government management, which is expected to deliver quality public services in line with the demands and expectations of the community. (DPMPTSP Makassar).

In the initial observations conducted by the researcher during the pre-research phase at DPMPTSP, it was found that the leadership style at DPMPTSP was not assertive in supervising employee attendance. This was reinforced by the statement of one employee in the DPMPTSP division of Policy, Advocacy, Data, Complaints, and Service Information, Mr. Muhammad Ridzky, S.E. Together with colleagues from the same division, a Focus Group Discussion (FGD) and direct observations revealed that attendance was only assessed at 30% on a scale of 100% in employee evaluations. The detailed assessment of employees remains confidential and requires further research permission in this regard. The working environment at DPMPTSP has a less conducive atmosphere regarding spatial arrangement and comfort in the workplace at the Grade Trade Center Mall location. (GTC). In addition, the work discipline of DPMPTSP employees is considered low, as noted from a brief observation with the community, who complained about the service time standards in the licensing process taking quite a long time and lacking efficiency.

RESEARCH METHOD

This research uses a quantitative approach, as the data and analysis employed in this study are based on numbers. As stated by Arikunto (2010: 27), the data collected is quantitative data, consisting more of numbers than words or images. Based on the above definition, this research uses a quantitative research design because this study will measure the influence of leadership style and work environment on employee work discipline.

This research has been prepared with the aim of exploring the relationships between variables, specifically following a causal research type, which seeks to identify cause-and-effect relationships through a particular approach. The variables used in this study include work discipline as the dependent variable, as well as leadership style and work environment as independent variables, in accordance with the proposed hypothesis.

The data used in this research is primary data. Primary data was obtained by distributing questionnaires to employees of the DPMPTSP Office in Makassar City.

In this research, the subjects of the study are the employees of the DPMPTSP Office of Makassar City.

The population in this study consists of all employees at the Investment and One-Stop Integrated Services Office (DPMPTSP) of Makassar City. The sampling technique in this study is Simple Random Sampling, which is a method of sampling that is conducted randomly and without considering the strata within it. The sample in this study is 58.68, rounded up to 59 respondents.

RESULT AND DISCUSSION

1. The Influence of Leadership Style (X1) on Work Discipline (Y)

The results of this study indicate that Leadership Style has a positive and significant effect on Work Discipline. The table above shows that the significance level is less than 0.05 ($0.000 < 0.05$), therefore in this hypothesis, H_0 is rejected and H_a is accepted.

The results of this study indicate that the better the Leadership Style, the higher the Work Discipline of the employees. It can be said that leadership style, which refers to a leader's ability to take control and make decisions, is very important. In addition, a leader needs to understand the effective leadership styles that are suitable for application in specific organizations or situations.

in order to achieve success. In essence, understanding leadership styles helps a leader take ownership, control, and responsibility for the size and scope of the tasks at hand.

Leadership style refers to the behavioral approach used by leaders to influence, motivate, and guide their members. Each type of leadership style determines how a leader implements plans and strategies to achieve set goals while also considering the expectations of stakeholders as well as the welfare and safety of their team members. Effective leadership relies more on leadership style. The ability of a leader to take control and make decisions is very important. In addition, a leader needs to understand the effective leadership styles that are suitable for application in a specific organization or situation in order to achieve success. In essence, understanding

leadership styles helps a leader take ownership, control, and responsibility for the size and scope of the tasks at hand.

An effective leadership style is very important in organizational management. A good leader can motivate employees to work more productively and achieve the set targets. The right leader also enhances communication and cooperation among team members, thereby strengthening the overall success of the organization.

Having the right leadership style can bring many benefits to an organization. A good leader can enhance motivation, trust, and employee performance, thereby creating a healthier and more productive work environment. Furthermore, the right leader can also minimize conflicts and improve team effectiveness in achieving organizational goals.

2. The Influence of the Work Environment (X₂) on Work Discipline (Y)

The results of this study indicate that Leadership Style has a positive but insignificant effect on Work Discipline. The table above shows that the significance level is higher than 0.05 ($0.990 > 0.05$). Therefore, in this hypothesis, H_0 is accepted and H_a is rejected.

The results of this study indicate that a poor Work Environment will decrease employee Work Discipline. The work environment is about creating a work enthusiasm, which in turn increases productivity. This means that tasks can be completed according to the correct standards and within the specified timeframe. Additionally, the benefits of a work environment also include fostering work enthusiasm, leading to increased productivity and job performance. Meanwhile, the advantage of working with motivated individuals is that tasks can be completed accurately. This means that work is finished according to the correct standards and within the designated timeframe. His work performance will be monitored.

by the individual concerned, and it will not lead to too much oversight, and their fighting spirit will be high.

The work environment is one of the important factors in creating employee performance. A clean environment will influence employees in completing their tasks and will enhance the performance of the organization. The work environment is a condition where there are several groups that include various supporting facilities to achieve the company's goals in line with its vision and mission.

The work environment can also be defined as a social environment characterized by harmony, humanity, a sense of family, selflessness, absence of envy, no undermining of one another, and no other negative behaviors, including not holding grudges, as this will enhance work motivation.

A good work environment is not just one that impacts the smooth operation of the company's business. However, a good work environment is one that can have a positive impact on all employees, both in terms of their careers and their personal lives.

In general, the work environment is the physical, social, and psychological life within a company that affects employee performance and productivity. Some experts describe the work environment as everything that surrounds employees and influences them in their work and task execution. There are also experts who argue that the work environment encompasses all the tools and equipment faced by employees, including the environment, work methods, and work arrangements as individuals or groups. In addition to being the environment where employees work, the workplace also becomes a factor that can enhance employee performance or even diminish it. When employees work in a good work environment, their ideas, productivity, and performance can improve. On the contrary, if the work environment is not good and does not support performance and productivity, then employees' ability to produce quality work will decline.

The work environment of employees will have a significant impact on the operations of the company. This work environment will influence the employees, and thus, both directly and indirectly, it will affect the productivity of the company. A good and satisfying work environment for employees will certainly enhance their work productivity. Conversely, a poor work environment will decrease the productivity of the company.

The work environment can influence employees' emotions. If employees enjoy the work environment where they are employed, they will feel comfortable in their workplace to carry out activities, leading to effective use of working hours and an optimistic performance level among employees. The work environment includes the relationships formed among employees, as well as the relationships between subordinates and superiors, and the physical environment where employees work.

Work discipline is the presence of order and smoothness within a company to achieve optimal results, namely by enforcing work discipline. Work discipline for employees will create a pleasant work atmosphere. This certainly becomes more motivating in completing the work well. However, if the employees in your company are undisciplined, such as not completing tasks properly, being lazy, or producing poor performance, and not adhering to the existing regulations within the company, then it will be difficult for the company to move forward and achieve what has been hoped for.

Work discipline is something very important for the growth of an organization/company, especially used to motivate employees to discipline themselves in carrying out their work both individually and as a group.

In addition, discipline is also beneficial for educating employees to comply with and appreciate existing rules, procedures, and policies, thereby resulting in good performance.

CONCLUSION

Based on the results of the analysis and discussion, this study aims to examine the influence of leadership style and work environment on work discipline at the Investment and One-Stop Service Office of Makassar City, with a total of 58 employees as respondents in this research. Based on the analysis and discussion of the proposed hypothesis model, the following conclusions can be drawn:

1. The results of this study indicate that the Leadership Style variable (X1) and Work Environment (X2) have a positive and significant effect together on Work Discipline (Y), thus this hypothesis is accepted simultaneously.
2. The effect of Leadership Style (X1) on Work Discipline (Y): The results of this study indicate that Leadership Style has a positive and significant effect on Work Discipline.
3. The effect of Work Environment (X2) on Work Discipline (Y): The results of this study indicate that Work Environment has a positive but not significant effect on Work Discipline.

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