

Does The Leader And Law Enforcement Impact Civil Servant Performance

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Abstract

This study aims to investigate: 1) the impact of leadership, discipline, and work ethic on the performance of the State Civil Apparatus at the Livestock Service of East Java Province, 2) the impact of leadership, discipline, and work ethic on the performance of the State Civil Apparatus at the Livestock Service of East Java Province concurrently, and 3) the variables that most dominantly influence the performance of the State Civil Apparatus at the East Java Province. The research findings show that: 1) Leadership partially influences performance; 2) Work Discipline has no effect on performance; 3) The coefficient of determination results show that 88.5% of employee performance variables can be explained by independent variables, namely Leadership (X1) and Work Discipline (X2), while the remaining 13.7% is explained by other variables outside the study.

Keyword: *Impact of Leadership, Discipline, Work Ethics and Performance.*

INTRODUCTION

The role of human resources in an organization as the Civil State Apparatus (ASN) plays an important role because it determines the achievement of the goals of the regional government agencies. ASN as human resources is an important factor in a regional government organization because ASN is a determining factor in achieving the objectives of the agencies effectively and efficiently. Apparatus SDM is a dimension that is unique compared to managing other resources. Humans have different attributes, characters, motivations, and emotions that require different management for each individual. Human resources are the most important resources in any organization, where human beings are the drivers and managers of other resources. Therefore, one of the responsibilities of the organization is to try to improve the performance of its employees. In order to improve staff performance, leadership factors, work discipline, and ethos must be handled and well managed within the organization. The leadership of a leader of an organization can determine the success of the organization as a whole. Therefore, in an effort to improve staff performance, the implementation of the principles of leadership communication with subordinates should be further enhanced, and leadership should be taken into account. The harmonious relationship between staff and leadership is an issue that needs to be considered when linked to the level of job satisfaction. Because the level of job satisfaction will influence the performance of an organization or

agency in achieving the objective to be achieved (Ahmadi et al., 2022). Discipline is a measure of whether the overall leadership role can be performed properly or not. It is also a form of self-control by officials and regular execution that shows the level of integrity of the work team in an organization. Disciplinary action demands punishment for those who fail to meet the established standards. Therefore, disciplinary action is not applied in a blameless manner but requires wise and mature consideration. Working discipline is the key to the success of an organization with a human resources policy in fulfilling its tasks. Every employee needs working discipline because it is a way to mold the personality of the employee to consistently display good performance.

The work ethos is a set of positive behaviors and foundations that include motivations that drive them, main characteristics, a basic spirit, basic thoughts, ethical codes, moral codes, codes of conduct, attitudes, aspirations, beliefs, principles, and standards. (Pujiningsih, 2023). To put it simply, a work ethos is a reflection of one's discipline, enthusiasm, and productivity. Someone who has an ethos basically, leadership, work discipline, and work ethos can motivate employees to work hard so that they can improve performance in order to have good governance. (Good governance). In conducting measurements of ASN work discipline, which are concrete and measurable, the indicators are: (1) accuracy of time; (2) use of office equipment properly; (3) high responsibility; and (4) compliance with office rules. Officers wearing office uniforms, using ID cards, and making permits when not entering the office are also a reflection of high discipline. (Ahmadi, 2022). The current phenomena at the East Java Provincial Farming Service related to leadership, discipline, and ethos of work in its implementation are still less than maximum; the ASN's work ethos and discipline are still low. It is seen that the tasks that should be carried out on time are often late to be completed. There are still officials who do not enter the office for no apparent reason, which indicates the weakness of discipline and work ethos, which has negative consequences for the achievement of ASN performance at the East Java Provincial Farm Service. Therefore, the role of the leadership still needs to be enhanced in improving the discipline and ethos of the ASN, while at the same time giving punishment to ASN who are too lazy to enter the office. It is expected that ASN has a high level of discipline and work with full responsibility that is marked by various initiatives and the will to obey the regulations so that the duties and responsibilities of ASN in the East Java Provincial Farm Service can be improved, and the performance of ASS can also be significantly improved.

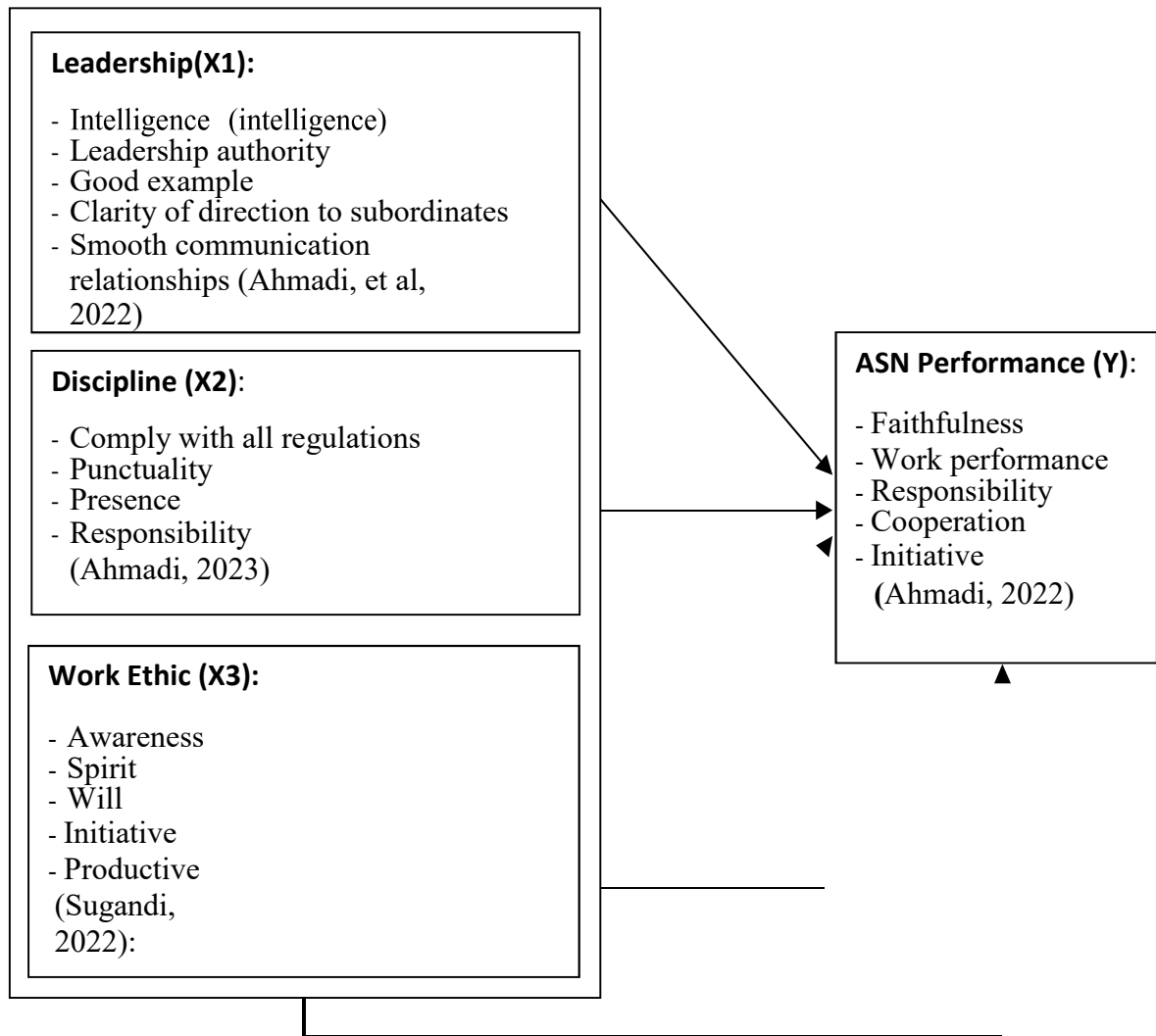


Figure 1. Conceptual Framework

Based on this conceptual framework, this research hypothesis is formulated as follows:

- 1) There is a partial positive and significant influence of leadership, discipline and work ethic on the performance of ASN at the East Java Province Livestock Service.
- 2) There is a positive and significant influence of leadership, discipline and work ethic simultaneously on the performance of ASN at the East Java Province Livestock Service.
- 3) The discipline variable that has the most dominant influence on ASN performance at the East Java Provincial Animal Husbandry Service.

RESEARCH METHOD

This research includes associative research methods with a quantitative approach. According to Manap (2023), associative research is research that aims to determine the relationship or influence of two or more variables. In this research, we will examine the influence of the independent variable on the dependent variable, namely the influence of leadership, work motivation and work discipline on the performance of ASN at the East Java Province Livestock Service. Thus, this research uses a quantitative approach, namely testing the influence of the independent variable on the dependent variable using statistical formulas.

Population and Sample

The population in this study were all ASNs in the East Java Province Livestock Service, totaling 51 people. Because the population is under 91 people. According to the provisions, the entire population is used as a research sample (saturated sample), so the research sample is 51 people.

RESULT AND DISCUSSION

a. Validity test

The validity test is used to measure whether the questionnaire data is valid or not. The validity test is calculated by comparing the rcount with the rtable value. If $\text{count} > \text{rtable}$ with a significance level of 0.05, then the statements in the questionnaire are declared valid. Based on the results of the validity test seen in Table 1, the correlation number (r calculated) was obtained, the result of which was greater than the required r table, namely 0.254 Correction Item Total Correlation Value (r calculated) for all variables Leadership (X1), Discipline (X2), Work Ethic (X3), and Performance (Y), which are between 0.736 and 0.943. These results show that the calculated r value is > 0.254 (r table), thus indicating that all statement items in the Leadership, Discipline, Work Ethic, and Performance questionnaire are valid or able to express something that will be measured by the questionnaire so that they can be used for further analysis.

b. Reliability Test

Table 1. Reliability Test Results

No	Variable	Crombach's Alpha	Standar d Value	Note
1	Leadership (X1)	0.936	0.6	Reliabl e
2	Discipline (X2)	0.937	0.6	Reliabl e
3	Performance (Y)	0.962	0.6	Reliabl e

Data source processed (2023)

c. F Test (Simultaneous Test)

Table 3. F Test Results

ANOVA^a						
Model		Sum ofSquares	df	MeanSquare	F	Sig.
1	Regress ion	1564,587	3	521,529	129.1 45	,000^b
	Residua l	226,147	56	4,038		
Total		1790,733	59			

a) The Influence of Leadership on Performance

The results of testing the first hypothesis state that leadership has an influence on performance. From the coefficient table, the calculated t value is obtained 8,226 and the ttable value is known to be 2,000. By comparing tcount and ttable, it is found that $tcount > ttable = 8,226 > 2,000$, because the tcount value is greater than ttable, it can be concluded that the regression coefficient for the Leadership variable has an effect on Performance. And the results obtained from comparing the sig value with the significance level: $sig. \alpha = 0.000 > 0.05$. Because $sig. > \alpha$, it can be concluded that H1 is accepted and H0 is rejected, meaning the regression coefficient

The leadership variable partially (individually) influences performance.

The results of this research show that leadership style has a positive and significant effect on performance. This result has the same results as Ahmadi (2022) states that leadership has a positive and significant influence on employee performance by providing instructions to employees to complete their work accompanied by providing various flexibility to employees to carry out their tasks within the limits and procedures that have been determined, so that employees feel happy with the way the leader provides direction to achieve higher performance.

b) The Effect of Discipline on Performance

The results of testing the second hypothesis state that discipline influences performance. From the coefficient table, the calculated t value is 1,950 and the t table value is known to be 2,000. By comparing tcount and ttable then it was found that $t_{count} < t_{table} = 1,950 < 2,000$, because the tcount value is smaller than ttable, it can be concluded that the regression coefficient for the Discipline variable has no effect on performance. And the results obtained from comparing the sig value with the significance level: $sig. \alpha = 0.056 > 0.05$. Because $sig. > \alpha$, it can be concluded that H2 is rejected and H0 is accepted, meaning that the partial (individual) regression coefficient on the Discipline variable has no effect on performance.

Hasibuan (2004) believes that discipline is a person's awareness and willingness to obey all company regulations and applicable social norms. Furthermore, in Rivai's (2004) research, Discipline is a tool used by managers to communicate with employees so that they are willing to change behavior and as an effort to increase a person's awareness and willingness to obey all applicable company regulations and social norms. Thus, conservation efforts are one of the things that can increase employee discipline, namely by ensuring that employees remain aware and willing to obey and comply with existing rules in the company so that with the willingness of employees to be disciplined towards company rules this can improve employee performance.

c) The most dominant variable

From the results of this research, the most dominant variable is Work Ethic (X3), because $\beta = 0.548$ and P value = 0.000, so the Work Ethic variable (X3) has the most dominant influence on employee performance. P value X3 ($0.000 < 0.005$) and has

the most significant value and the value $\beta = 0.548$ which the largest among the other variables is variable Y (Performance), so it is determined to be the most dominant variable in this research.

CONCLUSION

Based on the results of the research and discussion previously stated, several things can be concluded, as follows: 1) Variables: Leadership has a positive and significant effect on the employee performance variable at the East Java Province Livestock Service. 2) The discipline variable has a positive but not significant effect on the performance variable for employees at the East Java Province Livestock Service. 3) The work ethic variable has a positive and significant effect on the performance variable for employees at the East Java Province Livestock Service. 4) Leadership, discipline, and work ethics variables simultaneously have a positive and significant effect on the employee performance variable at the East Java Province Livestock Service. 5) The most dominant variable that influences performance is the work ethic variable.

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