

# Leadership and Disciplinary Effect on Field Performance Workers Of Integrated Waste Processing (TPST) of Green House Badung Regency

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**Abstract.** TPST Green House is a waste processing facility located on Sempidi Street, Badung Regency. The initial survey carried out, there were several problems such as the lack of supervision from the leadership of field workers and also the low level of field work discipline which was reflected in coming and not returning on time, not carrying out tasks well and often playing cellphones during working hours so that fieldwork performance was lacking optimal. Based on this, researchers are interested in conducting research by taking the research title "The Influence of Leadership and Discipline on Field Work Performance of Green House TPST in Badung Regency" Formulation of the problem: How is the influence of leadership and discipline individually and jointly on the field work performance of Rumah Hijau District TPST Badung Regency ? The purpose of the study: to determine the effect of leadership and discipline individually and jointly on the performance of field workers in the Rumah Hijau Regency TPST? Based on the results of multiple linear regression analysis, it was stated, the high and low performance of field labor was influenced jointly by leadership and discipline. Testing of F-test and t-test shows that there is indeed a significant influence individually and together leadership and discipline on field work performance

**Keywords:** Leadership, Discipline, Performance.

## 1 Introduction

### 1.1 Background and Problem

Waste are a classic problem faced by developed countries and developing. Especially Indonesia as a developing country, the problem of garbage is a complex problem. Waste management is not only the duty of the government but also requires broad community participation in general and related organizations in particular. Organizational goals can be achieved through positive performance from employees. Performance is a translation of *performance* which means the work of a worker, a management process or an organization as a whole where the results of the work can be shown concretely and can be measured [1](Sedarmayanti 2012). Performance is influenced by several factors including job satisfaction, ability, motivation, work environment, leadership, organizational culture, work discipline. The research conducted by Mariastuti (2015) states that leadership has a significant effect on employee performance. Another factor that influences employee performance is discipline. Discipline comes from the word discipline, is a management activity to carry out organizational standards. (Handoko, 2017: 208). Employees with good work discipline are expected to be able to carry out and complete the work they are responsible

TPST Green Huose is one of the waste processing sites involving 34 field workers. Based on the initial observations and surveys the researchers found several problems such as the lack of supervision from the leadership so that the performance of field workers was low, this was shown in the implementation of the tasks given to be less than optimal. Field discipline is low, this is reflected in coming and returning home not on time, leaving assignments during working hours, playing mobile phones during working hours, thus impacting on low performance.

Based on observations and initial surveys that have been conducted, researchers are interested in reviewing and conducting in-depth research by taking the research title "The Influence of Leadership and Discipline on Field Work Performance of Integrated Waste Management Sites TPST in Green Houses in Badung Regency"

## **1.2 Problem Formulation**

Based on the description presented, the research problems can be formulated as follows:

- 1) How does leadership influence power performance field Integrated Waste Processing Site TPST Badung Green House?
- 2) How is the influence of discipline on the performance of field workers Integrated Waste Management Site TPST of Green House in Badung Regency?
- 3) What is the influence of leadership and discipline on the performance of field workers Integrated Waste Management Site TPST of Green House in Badung Regency?

## **1.3 Research Objectives**

Based on the description presented, the research objectives can be formulated as follows:

- 1) Analyzing the influence of leadership on the performance of field workers Integrated Waste Management Site TPST Green House in Badung Regency.
- 2) Analyzing the influence of discipline on the performance of field workers Integrated Waste Management Site TPST Green House in Badung Regency.
- 3) Analyzing the influence of leadership and discipline on the performance of field workers Integrated Waste Management Site TPST Green House in Badung Regency.

## **1.4 Benefits of Research**

- 1) By knowing the influence of leadership and discipline on the Green House field TPST performance of Badung Regency, it will be a valuable input for leadership in implementing leadership style or type so that subordinates' performance can be achieved as expected, as well as field labor as subordinates feel safe and comfortable in carrying out the tasks instructed by the leader or his boss.
- 2) The results of the study are expected to be used as a reference by all parties in the development of management science, especially in human resource management science, especially in applying the science of leadership and discipline which basically can affect performance.

## 1.5 Framework for Thinking

The framework of thought is expressed in the form of a simple but intact scheme containing the main elements of research and the arrangement of relationships between the main points of research elements, as in the following figure:

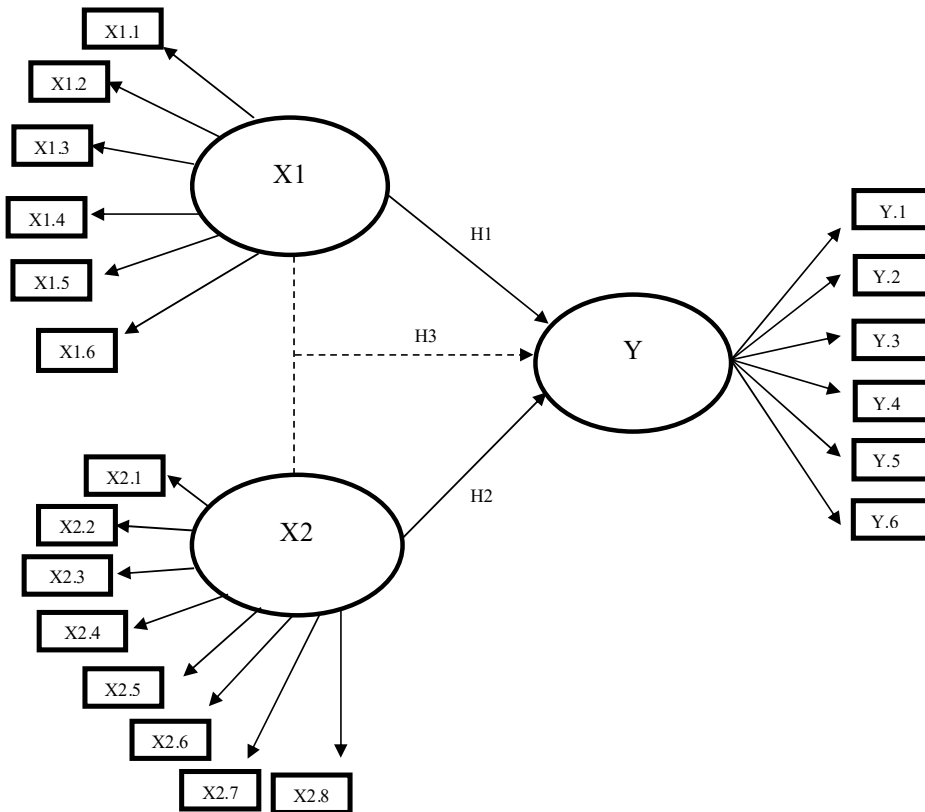


Fig. 1. Framework for Research

## 1.6 Hypothesis

Based on theoretical foundations, prior research publications and thought frames can The hypothesis is stated as follows:

- H1: Leadership has a positive and significant effect on the performance of field workers in the Green House of TPST in Badung Regency.
- H2: Discipline has a positive and significant effect on the performance of field workers at the Green House of TPST in Badung Regency.

H3: Leadership and discipline have a positive and significant effect on the performance of field workers at the Green House of TPST in Badung Regency.

## 2 Methodology

Site was conducted at the Green House TPST located on Jalan Raya Sempidi, Mengwi, Badung, while as an object is the field of human resource management, especially leadership, discipline and performance. The population in this study was 34 field workers. Samples were collected by census method, which consisted of 32 respondents excluding 2 leaders. The data analysis technique is multiple linear regression analysis. To be able to use multiple linear regression analysis, the regression model testing with the classical assumption test are: Normality Test, Multicollinearity Test, Heteroscedasticity Test, while the F-test and used to test the truth of the hypothesis t-test are.

## 3 Result and Discussion

### 3.1 Result

Based on the objectives of the study, then the analysis of the influence of leadership and discipline will be carried out on the performance of the field staff of TPST Rumah Hijau, Badung Regency. Based on the results of validity and reliability, all questionnaires used to measure the value of the correlation coefficient are above 0.30 and the coefficient value *Cronbach Alpha* is above 0.60 so that all instruments are *valid* and *reliable*, and research can be continued.

Data normality test is done, all data are normally distributed, multicollinearity test that there is no multicollinearity between the independent variables in the regression model, the Heteroscedasticity test is known to have variable data random distribution, there is no particular pattern on the graph *Scatterplot*, meaning the regression model does not occur *heteroscedasticity*. Based on the testing of the classical assumptions above, it can be concluded that the regression model escapes the classical assumptions.

Analysis of Multiple Linear Regression, the results of multiple linear regression analysis obtained

$$Y = 0.603 + 0.379X_1 + 0.452X_2. \quad (1)$$

This means that the increase in the performance of the Green House TPST field work is influenced by increased leadership and discipline together. The F-test test results obtained F-count 83,262 > F-tab 3.33, this means that simultaneously leadership and discipline have a positive and significant influence on the performance of field workers in the Green House of TPST in Badung Regency. The results of the calculation of  $t_{count1}$  and  $t_{count2}$  obtained  $t_{-h1}$  3,573 and  $t_{-h2}$  6,057 > t-table 1,699, this means leadership and discipline have a positive and significant individual influence on the performance of the field staff of the Green House TPST in Badung Regency and not accidentally.

### 3.2 Discussion

After the data is analyzed, a discussion is carried out from the results of data analysis to find out the broader meaning of the results of the analysis, namely:

The distribution of questionnaires was given to 32 field workers at the Green House of TPST in Badung Regency. After the questionnaire was filled in completely, it was continued by tabulating the questionnaire. The results of the questionnaire were tested by the instrument in the form of validity test and reliability test, the results of which were in the form of instruments used in this study, if valid and reliable then continued with subsequent analysis.

Based on the results of the classic assumption test, it is known that the data distribution in the regression equation is normal, the regression model formed does not occur multicollinearity symptoms, then heteroscedasticity test results obtained do not occur heteroscedasticity so that this regression model can be used because it has good predictions or benefits well and clearly. Then next to normality testing, the results obtained are seen that the points spread around the diagonal line, and the spread follows the direction of the diagonal line so it can be concluded that this regression model is feasible because it has the assumption of normality. Or normal distributed data can be seen from the Kolmogorov-Smirnov table with the result that the value of Asymp. Sig. (2-tailed) greater than 0.05 which is 0.986 so that all data can be interpreted normally. Regression equations are formed based on the results of multiple linear regression analysis is  $Y = 0.603 + 0.379X_1 + 0.452X_2$  explained that a (constant value),  $b_1$ (leadership coefficient  $X_1$ ), and  $b_2$  (disciplinary coefficient  $X_2$ ) obtained multiple linear line equations between leadership and discipline on field work performance. Thus, it can be stated that the level of performance of your mobile workforce is affected jointly by the leadership and discipline.

F-test testing is the significance test of multiple linear regression coefficients obtained F-count is 83,262 > F-table 3.33, indicating that there is indeed a significant simultaneous influence between leadership and discipline on field work performance and not accidentally obtained.

Significance test using t-test obtained the calculated value for the leadership variable is 3.573, t count for the discipline variable is 6.057 > t-table of 1.699, indicating that there is indeed a positive and significant effect partially or individually between leadership and discipline on field work performance and not by accident.

These results explain that leadership and discipline, both partially and simultaneously have a direct and significant relationship to field work performance, meaning that if leadership and discipline increase, both partially and simultaneously, it will be followed by a significant increase in field work performance.

## **4 Conclusions and Suggestions**

### **4.1 Conclusions**

- a. Leadership have a positive and significant influence on the performance of the Green House TPST field in Badung Regency, where  $t_{-h1}$  is 3.573 > t-table is 1.699.
- b. Discipline has a positive and significant influence on the power performance of the Green House TPST field in Badung Regency, where  $t_{-obtained_{h2}}$  is at 6.057 > t-table of 1.699
- c. Leadership and Discipline have a positive and significant influence simultaneously or jointly on the field performance of the Green House TPST in Badung Regency, where obtained F-count of 83.262 > F-table of 3.33.

## 4.2 Suggestions

Based on the conclusions obtained, this study has limitations, and it can be suggested for further research that the performance of the Green House TPST field work is good enough, but the frequency of supervision from the leadership is deemed necessary to be further improved and sustainable so that field discipline is achieved in accordance with expectations so that the main goal or vision and mission of the organization is to realize the preservation and cleanliness of the environment in an effort to implement sustainable development in Badung Regency can be realized.

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