

THE INFLUENCE OF LEADERSHIP STYLE AND WORK DISCIPLINE ON EMPLOYEE PRODUCTIVITY AT ERAFONE WEST JAKARTA

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Abstract: The purpose of this study was to determine the effect of leadership style and work discipline on employee productivity at Erafone in West Jakarta. The method used is an associative method with quantitative analysis. The number of samples used was 62 people. The results indicate that leadership style has a significant effect on employee productivity. The regression analysis shows a positive relationship, with a strong correlation coefficient. The coefficient of determination suggests that leadership style contributes significantly to productivity, while the remaining portion is influenced by other factors. The hypothesis test confirms that leadership style has a significant impact on employee productivity. Similarly, work discipline also has a significant effect on employee productivity. The regression analysis demonstrates a strong correlation, with a considerable portion of productivity being explained by work discipline. The hypothesis test supports the conclusion that work discipline plays a crucial role in enhancing employee productivity. When analyzed simultaneously, leadership style and work discipline together have a significant effect on employee productivity. The regression analysis confirms a very strong relationship, with a high coefficient of determination indicating that these two variables account for a substantial portion of productivity. The hypothesis test further validates that leadership style and work discipline jointly influence employee productivity in a meaningful way.

Keywords: Leadership Style; Work Discipline; Employee Productivity.

INTRODUCTION

PT. Erafone Solusi in West Jakarta has demonstrated an understanding of effective human resource management, making it a trusted organization in achieving its vision, mission, and objectives. However, poor human resource management can have detrimental effects that hinder the achievement of organizational goals. Leadership plays a crucial role in this process, involving interactions and relationships between leaders, followers, and situational factors.

Table 1. Leadership Style Pre-Survey

No	Leadership Style	Responses				Total Respondents
		Agree	Percentage	Not Agree	Percentage	
1	Does the lack of firmness from leaders in giving directions affect organizational culture?	13	81%	3	19%	16
2	Do you find it difficult to communicate with leaders when they are not present?	4	25%	12	75%	16
3	Do you feel that the absence of leaders reduces employee supervision?	13	81%	3	19%	16

4	Do leaders believe that subordinates should do what they are told without asking many questions?	3	19%	13	81%	16
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Based on the observations in Table 1 above, issues were found in leadership style when managing subordinates at Erafone in West Jakarta. According to the table, 81% of respondents disagreed, indicating that leaders with this mindset tend to adopt an authoritarian leadership style, where orders are given forcefully and expected to be followed without question. Erafone in West Jakarta often applies an authoritarian leadership style to ensure that all tasks comply with strict regulations, primarily due to the increasing number of errors in customer data input processes. However, some employees feel demotivated as they are not given opportunities to innovate or provide input. To create a more effective and productive work environment, leaders should encourage open communication, provide clear explanations, allow room for questions, and appreciate feedback and innovation from subordinates.

Table 2. Work Discipline Pre-Survey

No	Work Discipline	Responses				Total Respondents
		Agree	Percentage	Not Agree	Percentage	
1	Do you feel that the workplace attendance policy has been well communicated and understood by all employees?	12	75%	4	25%	16
2	Do you use specific tools or methods in your work planning?	8	50%	8	50%	16
3	Do you feel that the motivation provided by your supervisor affects team members' compliance?	4	25%	12	75%	16
4	Do you find satisfaction in completing your tasks without pressure?	11	69%	5	31%	16
5	Can you be held accountable for the results of your work?	13	81%	3	19%	16

Based on the observations in Table 2, issues were found regarding work discipline and adherence to regulations at Erafone in West Jakarta. According to the table, 75% of respondents disagreed, indicating a lack of discipline in following company rules. At Erafone in West Jakarta, some employees have started arriving late, taking longer breaks, and working more casually when their leader is not present. This suggests that their compliance is more influenced by supervision rather than an internalized sense of discipline. As a result, employees who do not take their tasks seriously have a significant impact on the achievement of company goals. One of the key challenges in improving employee productivity is the lack of employee development in understanding their duties and responsibilities. This deficiency is reflected in various aspects of their work behavior and has a strong impact on the achievement of organizational objectives.

Table 3. Employee Productivity Pre-Survey

No	Employee Productivity	Responses				Total Respondents
		Agree	Percentage	Not Agree	Percentage	
1	Do you feel that the workplace attendance policy has been well communicated and understood by all employees?	13	81%	3	19%	16
2	Do you feel that your skills and knowledge are sufficient to achieve the desired work results?	14	88%	2	13%	16
3	Do you feel that your job provides opportunities for personal and professional growth?	11	69%	5	31%	16
4	Do you have opportunities for competency development to support your work?	5	31%	11	69%	16
5	Do you receive feedback that helps improve work quality?	9	56%	7	44%	16
6	Do you make changes in the work environment to enhance productivity?	12	75%	4	25%	16

Based on the observations in Table 3, issues were found regarding employee productivity and self-development at Erafone in West Jakarta. According to the table, 69% of respondents disagreed, indicating that employees feel unmotivated due to the lack of development programs, training, or certification opportunities to enhance their skills. This has led to a decline in work enthusiasm and productivity, as well as a decrease in service quality. If the company does not prioritize employee development, this could become a major obstacle to effectively and efficiently achieving its goals.

Based on the background analysis, leadership style, work discipline, and employee productivity in a company can become significant barriers to organizational growth and success. The company must pay serious attention to these aspects and take appropriate measures to create a productive and growth-oriented work environment.

METHODS

This study employs a quantitative approach, which is based on positivism philosophy. This approach is used to examine the relationship between variables by testing previously formulated hypotheses. In this research, the focus is on analyzing the influence of leadership style and work discipline on employee productivity. By utilizing a quantitative method, the study aims to obtain objective and measurable results, allowing for strong conclusions based on the collected data. The research process is carried out by examining a specific population or sample, which in this case consists of employees at Erafone in West Jakarta. The study involves 62 respondents, selected using the saturated sampling technique. This technique is applied due to the relatively small population size, allowing all members of the population to be included as samples in the study. Consequently, the findings are expected to provide an accurate representation of the phenomenon being investigated.

For data collection, the study utilizes questionnaires, which are distributed to all respondents. These questionnaires are systematically designed to measure leadership style, work discipline, and employee productivity. Each question in the questionnaire is structured based on relevant indicators for each variable, ensuring that the collected data can be thoroughly analyzed to address the research problem and test the formulated hypotheses. In the process of data processing and analysis, the study employs several statistical techniques commonly used in quantitative research. The first step involves instrument testing, including validity and reliability tests, to ensure that the questionnaire used can consistently and accurately measure the intended variables. Subsequently, the study conducts classical assumption tests, which include normality test, multicollinearity test, and heteroscedasticity test, to confirm that the collected data meets the fundamental assumptions required for regression analysis.

Furthermore, this study applies linear regression analysis, both simple and multiple, to determine the influence of leadership style and work discipline on employee productivity. Simple linear regression is used to measure the impact of each independent variable on the dependent variable separately, while multiple linear regression is applied to examine the simultaneous effect of both independent variables on employee productivity. Consequently, the analysis results can provide a comprehensive understanding of the relationship between the variables being studied.

RESEARCH RESULTS

To better understand the relationship between leadership style, work discipline, and employee productivity, a multiple linear regression analysis was conducted. This analysis aims to quantify the combined effect of leadership style (X1) and work discipline (X2) on employee productivity (Y).

Table 4. Multiple Linear Regression Analysis

Coefficients ^a						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	5.204	3.254		1.599	.115
	Gaya Kepemimpinan	.394	.108	.373	3.633	.001
	Disiplin Kerja	.465	.094	.510	4.974	.000

a. Dependent Variable: Produktivitas Karyawan

The regression equation $Y = 5.204 + 0.394X1 + 0.465X2$ was obtained from the regression analysis results presented in Table 4.19. This linear equation allows for the following conclusions:

1. Employee Productivity (Y) will have a value of 5.204 if the variables Leadership Style (X1) and Work Discipline (X2) are ignored, as indicated by the constant value of 5.204.
2. The coefficient of Leadership Style (X1) is 0.394, meaning that if Work Discipline (X2) remains constant, any one-unit increase in Leadership Style (X1) will result in a 0.394 increase in Employee Productivity (Y).
3. The coefficient of Work Discipline (X2) is 0.465, indicating that if Leadership Style (X1) remains unchanged, any one-unit increase in Work Discipline (X2) will lead to a 0.465 increase in Employee Productivity (Y).

These results demonstrate that both leadership style and work discipline have a positive impact on employee productivity, emphasizing the importance of effective leadership and consistent discipline in enhancing workplace performance.

Table 5. Results of the Simultaneous Correlation

Model Summary									
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics				
					R Square Change	F Change	df1	df2	Sig. F Change
1	.807 ^a	.651	.639	3.041	.651	54.969	2	59	.000

a. Predictors: (Constant), Gaya Kepemimpinan, Disiplin Kerja

The correlation coefficient, as determined by the test results shown in Table 5, is 0.807. This value, which falls between 0.800 and 1.000, indicates that there is a substantial or very strong correlation between employee productivity (Y) and the variables leadership style (X1) and work discipline (X2). The coefficient of determination, obtained from the test results in Table 5, is 0.651. This means that employee productivity (Y) is influenced by leadership style (X1) and work discipline (X2) by 65.1%, while the remaining 34.9% is influenced by other factors outside the model.

Table 6. Simultaneous Hypothesis (F-Test)

ANOVA ^a						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	1016.403	2	508.202	54.969	.000 ^b
	Residual	545.467	59	9.245		
	Total	1561.871	61			
a. Dependent Variable: Produktivitas Karyawan						
b. Predictors: (Constant), Disiplin Kerja, Gaya Kepemimpinan						

The F-test confirms a significant simultaneous influence of leadership style and work discipline on employee productivity. The F-value (54.969) exceeds the F-table value (3.150), and the p-value (0.000) is less than 0.05, leading to the acceptance of Ha3. This finding highlights the combined effect of both variables in enhancing employee productivity at PT Erafone Solusi.

CONCLUSION

This study examines the influence of leadership style and work discipline on employee productivity at Erafone in West Jakarta. The findings indicate that both variables play a significant role in shaping employee performance. Leadership style, particularly when adopting an authoritarian approach, affects employee motivation, collaboration, and participation. The study found that employees feel restricted due to a lack of open communication and opportunities for innovation, which can hinder productivity. Similarly, work discipline significantly influences productivity, as employees who rely more on supervision rather than an internalized sense of discipline tend to exhibit lower commitment to company goals. Many employees take a more relaxed approach to their work in the absence of strict oversight, which affects overall performance. When analyzed together, leadership style and work discipline demonstrate a strong relationship with productivity, highlighting the need for organizations to implement more balanced leadership strategies and reinforce self-discipline among employees. Companies should encourage open communication, employee training, and a participative leadership style to foster a more effective and motivated workforce. By addressing these factors, Erafone can enhance employee engagement and optimize productivity, ultimately contributing to the company's long-term success.

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