

THE INFLUENCE OF LEADERSHIP AND WORK DISCIPLINE ON FAVE HOTEL S. PARMAN MEDAN EMPLOYEE PERFORMANCE

By:
Hadi Nababan
Universitas Pelita Bangsa
Email: penulis@gmail.com

ABSTRACT

Realization of the vision and mission of an organization determined by performance And effectiveness of its employees in operate assigned tasks and responsibilities. Organizations and companies on generally expect employees are able to carry out tasks assigned individually efficient, productive And professional. Type study this is study quantitative with use method regression multiple linear with population And sample totaling 36 people employee, with use data primary And source direct from staff Fave Hotel S. Parman Medan . Results test regression produce $Y = 7,497 + 0.260X_1 + 0.516X_2$ Which It means every increase on variables leadership And discipline Work will impact also to variables performance. Based on results test partial variables leader obtained mark $t - \text{count} (6,543) > t - \text{table} (1,688)$, sig 0,000 $<0>$ $t - \text{table} (1,688)$, sig 0,000 $<0>$ $F - \text{table} (3.18)$, sig Array 0,000 $<0>$ $F (3.18)$, sig 0,000 $<0>$ > 0.05 . It means variables leadership And discipline Work in a way simultaneously or together influence variables performance.

Keywords: Leadership, Work Discipline, Performance

A. Introduction

Achieved vision and mission of an organization or company very determined by performance And effectiveness its employees in operate duties and responsibilities. Every organization on generally expect his employees capable carry out his duties in a way efficient, productive And professional . As for phenomenon trend Which happen in field related discipline employee, based on observation writer during process implementation revealed various problem discipline that is Still existence employee Which Work overtime, No capable Work independent. And delay Work, Wrong One ways to implement discipline Work is with give sanctions/sanctions , with thus role leadership Leader in direct And control performance employee become more important. Following This related with for ruler. seldom communicate with subordinate or just enjoy his job, matter This cause distance between employee (subordinate) And leadership so that influence performance employee Which

No Want to Work independent or become more efficient in Work. . Whereas Fave Hotel S. Parman Medan is company or unit business accommodation Which provide service accommodation, provider service food And facility service other Which intended to public general Which overnight in hotel the. Wrong One objective mainly is give service Which maximum, efficient And effective to consumers/customers And Wrong One indicator For reach matter the is with increase performance employee through leadership And discipline Work. Based on description in on, writer want to see study Which related with leadership, discipline Work And performance more in-depth research entitled "The Influence of Leadership And Discipline Employee To Performance Employee in Hotel Fave S. Parman". Medan" (Munir et al., 2025).

B. Leadership(X1)

In his activities leader entitled direct And influence his subordinates about task Which must completed. On stage giving task, leader must have voice

And directions Which clear so that subordinate can with easy carry out task And reach objective Which appropriate. With thus, leadership covers distribution power Which No evenly between leader And member. Leader have power For direct member And Also influence. With say other, a leader No only can dictate What Which must done his subordinates, However He Also can influence How they carry out his orders. With thus, intertwined connection social Which **interactive** between leader **And** his subordinates, Which on Finally cause connection lead come back. By Because That, leader expected able to apply leadership skills in carrying out duties and responsibilities, Because without ability lead so objective Which want to achieved No will achieved in a way maximum (Ristianah et al., 2024).

C. Work Discipline (X2)

Discipline is follow rule written And No written Which has set. Discipline Work can understood as exercise management For uphold policy organization. By Because That, discipline work is one part of the task management source Power man as guidelines in implementation task employee. For organization, existence discipline Work will ensure maintenance order And implementation task with Good, use reach results Which optimal. For employee will created atmosphere Work Which pleasant For increase performance his work.

D. Performance (Y)

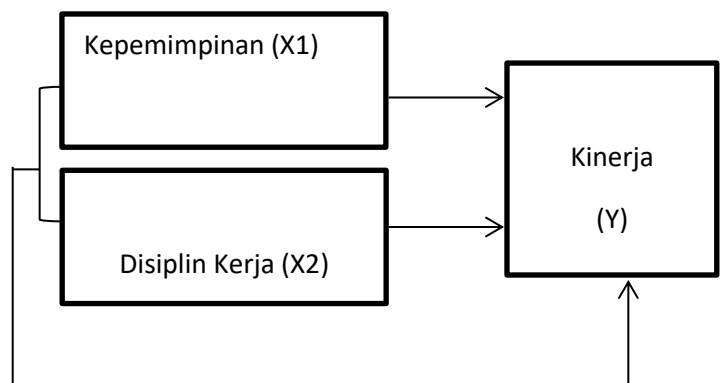
Efficiency often understood as results Work or performance work, although efficiency own meaning Which more wide, Because performance No only about results work, but Also covers process Which currently ongoing. Measurement performance should

done For know whether during implementation performance has deviate from plan Which has set. For can measure performance so required ability For measure performance so that required existence measurement performance.

Measurement performance is something process Where something organization determine parameter results Which want to achieved through program, investment And acquisition Which implemented. Process measurement performance often time need use proof statistics For determine how much Far achievement something organization in reach its purpose. as for the purpose And benefits of taking measurements performance is effort formal organization For evaluate performance in a way periodically The purpose of measurement own performance is to motivate employee in order to achieve the purpose of a company and comply standard operational has set For produce things that the company wants.

E. Conceptual Framework

The following is the conceptual framework for this research :



Source: Processed by the author , 2023

Figure 1

F. Hypothesis

- 1) there is an impact or influence of leadership on performance

- 2) there is an impact or influence of work discipline on performance
- 3) there is an impact or influence of leadership and work discipline on performance

G. Location & Time of Research

- 1) Venue: Fave Hotel
- 2) Research time: May- August 2023

H. Population & Sample --

- 1) The population is 36 people
- 2) Sample: 36 people

I. Data Types

- 1) Data type: Primary data ...

J. Operational Definition of Variables

1. Variables free (X) namely: leadership And discipline Work, Which in study This measured with describe theory from every source data Which read, as well as knowledge Which required in accordance with fact, whereas in a way systematic describe theory the covering opinion for expert, writer book, journal And journal complete. description from various reference so that more clear.
2. Variables dependent (Y) namely: performance, Where variables This influence or is consequence from variables free, Where expected variables leadership can influence discipline Work employee so that can influence performance employee

K. Results Study

..

Table 1

No ..	Character	Type	Org aniz atio n	(%)
1	Gender	Lk	20	55.5
2		Pr	16	44.5
3	Age	20-30	9	25
4		30-40	23	63.9
5		40-50	4	11.1

8	Educatio n	High School/Vo cational School	15	41.6
9		D3	13	36.2
10		S1	7	19.4
11		S	1	2.8

Source: Research Results , 2023

Table 1 shows the characteristics of the respondents

L. Instrument Test

Table 2

Varieties	R count	r table
Leadership (X1)	0.766	0.278
	0.782	0.278
	0.878	0.278
	0.784	0.278
Work Discipline (X2)	0.634	0.278
	0.507	0.278
	0.717	0.278
	0.818	0.278
Performance(Y)	0.750	0.278
	0.873	0.278
	0.842	0.278
	0.736	0.278
	0.711	0.278

Source: Data processing , 2023

Table 2 shows that the data has been validated.

Table 3

Variables	Cronbach	> 0.60
X1	0.849	0.60
X2	0.730	0.60
Performance(Y)	0.887	0.60

Source : Data processing(202 3)

Table 3 shows that the data is reliable.

M. Normality Test

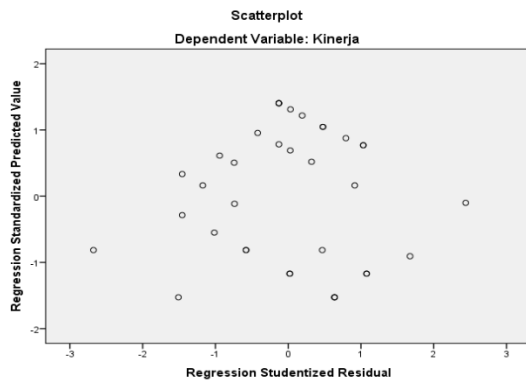


Figure 1

Figure 1 shows normal data

N. Multiple Linear Testing

Table 4

Variables	Tolerant
Leadership(X2)	0.260
Work discipline (X2)	0.516

Source : Data processing(202 3)

Table 4 shows the regression results 0.260 + 0.516

4.5 Hypothesis Testing

Table 6

Variables	T- value	Significance
Leadership(X1)	6,543	0 ,00 0
Work discipline (X2)	4,662	0,000

Source: Data processing (202 3)

Table 6 shows a significant partial effect on the dependent variable

Table 7

Variables	F Count
Leadership(X1)	30,221
Work discipline (X2)	30,221

Source: Data processing, 2023

Table 7 shows a significant partial effect on the dependent variable

4.6 Discussion

- Results test partial (t-test) obtained mark variables leader as big as 6,543 with level significance 0.001, Then variables $t(6,543) > t_{table}(1,688)$ with level significance $0.001 < \alpha; 0.05$ Based on criteria test partial
- Results test partial (t-test) obtained mark variables leader as big as 4,662 with level significance 0.000, Then table t count (4,662) $> t(1.688)$ with mark significance $0.001 < \alpha; 0.05$ Based on criteria test partial
- Results test simultaneously (f-test) obtained mark variables leadership And discipline Work as big as 30,221 with level significance 0,000, so mark F (30,221) $> F_{table}$ (3.18) counted.) on significance level $0.000 > 0.05$.

5. Closing

Leadership and work discipline variables have a significant partial and joint influence on performance. The results of the determination coefficient test obtained an Adjusted R square value of 0.520 or 52%, and an R value of 0.733 or 73.3%, which means that the leadership and work discipline variables provide a predicted value of the variation variance on the performance variable of 52%.

BIBLIOGRAPHY

- Munir, M., Ridho, A. F., Iswanto, J., Ubaidillah, M. B., Ma'sum, T., Muda'i, S., & Ristianah, N. (2025). Developing Green Infrastructure: Management of Madrasah Building Construction with Green Building Principles. *Journal of Golden Generation Multidisciplinary*, 1(2), 223–244.
- Ristianah, N., Munir, M., Iswanto, J., Ridho, A. F., Ma'sum, T., Muda'i, S., & Ubaidillah, M. B. (2024). Cultivating a Green Organizational Culture in Islamic Schools: The

- Central Role of Teacher's Akhlak (Ethics) and Exemplary Modeling. *Journal of Golden Generation Multidisciplinary*, 3(3), 23–46.
- Abdullah. Victor and Merinda H. Pandowo. 2022. The Influence of Leadership and Work Discipline on Employee Performance at CV. Armada Siaga During the COVID-19 Pandemic. *Journal of Economics, Management, Business, and Accounting Research*. <https://ejournal.unsrat.ac.id/index.php/emba/article/view/37679>. Accessed 2019....
- Adelia. 2021. The Influence of Leadership and Work Discipline on Employee Performance at PT. Asuransi Central Asia, Palembang Branch. *Journal Repository, Muhammadiyah University of Palembang*. <http://repository.um Palembang.ac.id/id/eprint/18012/>. Accessed September 14, 2021...
- Afandi, P. (2018). *Human Resource Management (Theory, Concepts, and Indicators)*. Riau: Zanafa Publishing.
- Bhartemius Prasaja. 2012. Scientific Journal of Tourism and Business , Student Journal of Tourism and Business EISSN: 2828-3325 Vol 01 No 08, 2022: 2136 -2152. <https://www.jipb.stpbipress.id/index.php/paris/article/view/146>. Accessed August 30, 2022....
- Chotamul Fajri, Fikry Dharmawan. 2021. The Influence of Leadership and Work Discipline on Employee Performance at Hokben Citra Garden, West Jakarta. *PERKUSI Journal* . Volume 1, Number 3. <https://www.academia.edu> . Accessed July 2021....
- Edison, et al. (2017). *Human Resource Management Strategy and Change to Improve Employee and Organizational Performance* . Bandung: Alfabeta
- Fahmi, Irham 2018. *Human Resource Management* . Theory and Application. Bandung: CV Alfaberta.
- Handoko. (2014). *Personnel and human resource management* . Yogyakarta: BPFE....
- Kasmir. (2017). *Human Resource Management (Theory and Practice)* . Depok: PT. Raja Grafindo Persada...
- (2018). *Human Resource Management (Theory and Practice)* . Depok: Rajawali Pers.
- Masram, Mu'ah. 2017. Professional Human Resources Management. Pondok Jati : Zifatama Publisher....
- Masri. R. 2013. Leadership Management. Makassar: Alauddin University Press.
- Priansa. (2020). *Human Resource Planning & Development* . Bandung: Alfabeta
- Siagian. P. Sondang. 2015. Human Resource Management. Jakarta: PT. Bumi Aksara.
- S,P, Hasibuan. Malay. 2016. Human Resource Management. Jakarta: PT. Bumi Aksara....
- Siyoto, Sandu. 2015. *Basic Research Methodology* . Yogyakarta: Literasi Media Publishing.

Sutrisno, Edy. 2016. *Human Resource Management* . First Edition. Jakarta: Kencana Prenadamedia Group. ...

Syarief . F. (2022). *Human Resource Management Bandung*: Widina Bhakti Persada Bandung.

Tsauri. 2013. *Human Resource Management*. Jember: STAIN Jember Press. ...

Wibowo. 2018. *Performance Management*. 5th Edition. 10th Printing. Jakarta: PT Raja Grafindo Persada.