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The Influence of Leadership and Work Environment on Employee Performance Through Work Discipline In The Puprperakim Department of Mojokerto

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Abstract: The performance of employees of the PU, Spatial Planning, Housing and Settlement Department of Mojokerto in each of the above Fields/Sections is interconnected, meaning that the performance of one Field/Section will affect the performance of other Fields/Sections as well. So that in carrying out their duties, each Head of Division will try to optimize their performance. The purpose of this study is to analyze the Influence of Leadership and Work Environment on Employee Performance Through Work Discipline in the PUPRPERAKIM Department of Mojokerto. This study uses census sampling obtained 100 respondents as research objects. The results of the study showed that the Influence of Leadership on Employee Performance of the PUPRPERAKIM Department of Mojokerto. Assumption testing is carried out using path model analysis (path analysis), has a positive effect and a probability significance value (P-value) of $0.021 \leq 0.05$. The Influence of the Work Environment on the Performance of Employees of the PUPRPERAKIM Mojokerto Service. Assumption testing is carried out using path model analysis (path analysis), has a positive effect and a probability significance value (P-value) of $0.020 \leq 0.05$. The Influence of Work Discipline on the Performance of Employees of the PUPRPERAKIM Mojokerto Service. Assumption testing is carried out using path model analysis (path analysis), has a positive effect and a probability significance value (P-value) of $0.000 \leq 0.05$. The Influence of Leadership on the Work Discipline of Employees of the PUPRPERAKIM Mojokerto Service. Assumption testing is carried out using path model analysis (path analysis), has a positive effect and a probability significance value (P-value) of $0.04 \leq 0.05$. The Influence of the Work Environment on the Work Discipline of Employees of the PUPRPERAKIM Mojokerto Service. Assumption testing is carried out using path model analysis (path analysis), has a positive effect and a probability significance (P-value) of $0.02 \leq 0.05$. The Influence of Leadership on Performance Through Work Discipline of Employees of the PUPRPERAKIM Mojokerto Service. Assumption testing is carried out using path model analysis (path analysis), has a positive effect and a probability significance (P-value) of $0.04 \leq 0.05$. The Influence of Work Environment on Performance Through Work Discipline of Employees of the PUPRPERAKIM Mojokerto Service.

Assumption testing is carried out using path model analysis (path analysis), has a positive effect and a probability significance (P-value) of $0.02 \leq 0.05$.

Keyword: Leadership, Work Environment, Performance, Work Discipline

INTRODUCTION

The performance of employees of the Public Works, Spatial Planning, Housing and Settlement Service of Mojokerto in each of the above Fields/Sections is interconnected, meaning that the performance of one Field/Section will affect the performance of other Fields/Sections as well. So that in carrying out their duties, each Head of Division will try to optimize their performance. In terms of the division of tasks, of course, it is also based on various considerations, including the speed of completion of tasks, responsibility and technical abilities of employees. With these considerations, the leader will ultimately choose employees to carry out certain tasks. And this is sometimes not understood by employees which ultimately causes jealousy and disparities in the work environment which of course will result in an uncomfortable atmosphere in the Field/Section. In addition, it is also unavoidable that there are like/dislike factors from both leaders and individuals between employees which ultimately result in an uneven/balanced division of work, of course this is also not healthy for an organization. Regarding supporting facilities and infrastructure, there are still obstacles, especially for internet access, which is currently almost all applications/connections are done via the internet network. To realize the quality of human resources in an organization, the role of leadership has a fairly large share. According to Irham Fahmi (2023:69-71), leaders and leadership are like two sides of a coin that cannot be separated, meaning they can be studied separately but must be seen as one. A leader with the leadership qualities he possesses is not only trying to carry out tasks and various work routines, but more than that he is a symbol of his organization. And for many parties, this symbol has changed further into a positive force that drives the organization to achieve its desired goals.

The results of the study from (Lokawati, 2020) The work environment also has a significant positive influence on employee performance, both directly and indirectly, this shows that there is a real relationship between the work environment and employee performance, while the results of the study from (Safira & Rozaki, 2020) The work environment has a negative and insignificant effect on performance. Furthermore, what influences employee performance, namely work discipline, can also be interpreted as the employee's full attention to carrying out and completing their work responsibilities and always obeying the company's organizational regulations that have been made.

According to Veithzal (2020), work discipline is a tool used by leaders to talk to employees so that employees can change their behavior and efforts to increase employee awareness and willingness to comply with all company regulations. The results of research conducted by Harlie (2017), Arianto (2023), Sajangbati (2023) stated that the results of work discipline have a positive effect on employee performance, while research from Rakasiwi (2020) stated that the results of work discipline have a negative effect on employee performance. Based on the description above, the researcher is interested in taking this research with the title "The Influence of Leadership and Work Environment on Employee Performance Through Work Discipline at PUPRPERAKIM Mojokerto".

METHOD

This type of research is quantitative research. This research is an observational study conducted on a number of objects according to their actual conditions, without any interval from the researcher. This research design uses a cross-sectional method approach. With a population of 100 people. The census sampling technique means that all populations are used as samples in the study.

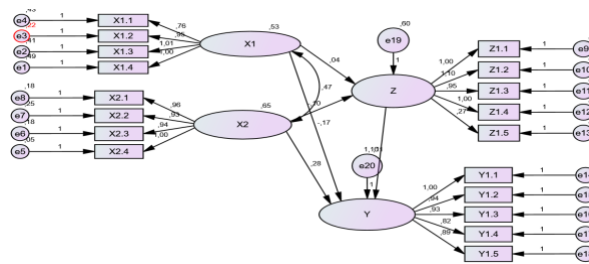
RESULTS AND DISCUSSION

No. Item Pertanyaan	r_{hitung}	Keterangan
Kepemimpinan (X1)		
1	0,605	Valid
2	0,663	Valid
3	0,716	Valid
4	0,692	Valid
Lingkungan Kerja (X2)		
1	0,819	Valid
2	0,796	Valid
3	0,827	Valid
4	0,913	Valid
Disiplin Kerja (Z)		
1	0,818	Valid
2	0,820	Valid
3	0,772	Valid
4	0,812	Valid
5	0,830	Valid
Kinerja Pegawai (Y)		
1	0,828	Valid
2	0,819	Valid
3	0,820	Valid
4	0,749	Valid
5	0,814	Valid

The table above can be concluded that the correlation of each indicator to the total construct score of each variable shows significant results, namely $r_{count} \geq r_{table}$. It can be concluded that all question items from all variables, namely Leadership, Work Environment, Work Discipline, and Employee Performance are declared Valid.

No	Variabel	Alpha	Keterangan
1	Kepemimpinan	0,834	Reliabel
2	Lingkungan Kerja	0,935	Reliabel
3	Disiplin Kerja	0,861	Reliabel
4	Kinerja Pegawai	0,940	Reliabel

The recapitulation of the results of the reliability measurements in table 4.9 above shows that the three variables produce an alpha value of 0.8. Thus, all variables have a value > 0.60 , thus the research instrument is suitable for use in data collection.



			Estimate	S.E.	C.R.	P	Label
Z	<---	X1	,0443093	,2339433	1,9894017	,0497780	
Z	<---	X2	,0979508	,2020251	3,4848446	,0217866	
Y	<---	Z	1,1027870	,1004502	10,9784457	***	
Y	<---	X2	,2767476	,1193626	3,3185455	,0204197	
Y	<---	X1	,1729174	,1380655	3,2524298	,0214133	
X1.4	<---	X1	1,0000000				
X1.3	<---	X1	1,0146954	,1450777	6,9941529	***	
X1.2	<---	X1	,9527957	,1261047	7,5555894	***	
X1.1	<---	X1	,7638890	,1269331	6,0180449	***	
X2.4	<---	X2	1,0000000				
X2.3	<---	X2	,9363582	,0616432	15,1899568	***	
X2.2	<---	X2	,9280478	,0707657	13,1143684	***	
X2.1	<---	X2	,9593988	,0625888	15,3285998	***	
Z1.1	<---	Z	1,0000000				
Z1.2	<---	Z	1,1037038	,0824953	13,3789960	***	
Z1.3	<---	Z	,9542034	,0917196	10,4034866	***	
Z1.4	<---	Z	,9955221	,0866223	11,4926826	***	
Z1.5	<---	Z	,2745834	,1107305	2,4797447	,0131476	
Y1.1	<---	Y	1,0000000				
Y1.2	<---	Y	,9350204	,0727026	12,8608927	***	
Y1.3	<---	Y	,9267430	,0693335	13,3664552	***	
Y1.4	<---	Y	,8204707	,0751142	10,9229733	***	
Y1.5	<---	Y	,8885470	,0706154	12,5828989	***	

DISCUSSION

First Hypothesis Leadership on Employee Performance of PUPRPERAKIM Mojokerto Service. Assumption testing is carried out using path model analysis (path analysis), based on the assumption model testing states that Leadership with an estimate regression weights value of 0.1729174, standard error 0.1380655, critical ratio (t-table) 3.32524298 then a significance value of probability (P-value) $0.021 \leq 0.05$.

Second Hypothesis Work Environment on Employee Performance of PUPRPERAKIM Mojokerto Service. Assumption testing is carried out using path model analysis (path analysis), based on the assumption model testing states that Work Environment with an estimate regression weights value of 0.2767476, standard error 0.1193626, critical ratio (t-table) 3.3185455 then a significance value of probability (P-value) $0.020 \leq 0.05$.

The Third Hypothesis of Work Discipline on the Performance of Employees of the PUPRPERAKIM Mojokerto Service. Assumption testing is carried out using path model analysis (path analysis), based on the assumption model testing, it states that Work Discipline with an estimate regression weights value of 1.1027870, a standard error of 0.1004502, a critical ratio (t-table) of 10.9784457 and a significance probability value (P-value) of $0.000 \leq 0.05$.

The Fourth Hypothesis of Leadership on Work Discipline of Employees of the PUPRPERAKIM Mojokerto Service. Assumption testing is carried out using path model analysis, based on the assumption model testing, it states that Leadership with an estimate regression weights value of 0.0443093, standard error of 0.2339433, critical ratio (t-table) of 1.984017 and a significance probability value (P-value) of $0.04 \leq 0.05$.

Fifth Hypothesis of Work Environment on Work Discipline of Employees of PUPRPERAKIM Mojokerto Service. Assumption testing was carried out using path model analysis (path analysis), based on the assumption model testing, it states that the Work Environment with an estimate regression weights value of 0.0979508, a standard error of 0.2020251, a critical ratio (t-table) of 3.4848446, then a significance probability value (P-value) of $0.02 \leq 0.05$.

Sixth Hypothesis of Leadership on Performance Through Work Discipline of Employees of PUPRPERAKIM Mojokerto Service. Assumption testing was carried out using path model analysis (path analysis), based on the assumption model testing, it states that Leadership with a sobel test value of 1.19734117, then a significance probability value (P-value) of $0.04 \leq 0.05$.

Seventh Hypothesis of Work Environment on Performance Through Work Discipline of Employees of PUPRPERAKIM Mojokerto Service. Assumption testing is carried out using path model analysis (path analysis), based on the assumption model testing states that the Work Environment with a sobel test value of 2.52891203 then a significance probability value (P-value) of $0.02 \leq 0.05$.

CONCLUSION

1. The Influence of Leadership on the Performance of Employees of the PUPRPERAKIM Mojokerto Service. Assumption testing was carried out using path model analysis (path analysis), based on the assumption model testing, it stated that it had a positive effect and a significance probability (P-value) of $0.021 \leq 0.05$
2. The Influence of the Work Environment on the Performance of Employees of the PUPRPERAKIM Mojokerto Service. Assumption testing was carried out using path model analysis (path analysis), based on the assumption model testing, it stated that it had a positive effect and a significance probability (P-value) of $0.020 \leq 0.05$
3. The Influence of Work Discipline on the Performance of Employees of the PUPRPERAKIM Mojokerto Service. Assumption testing was carried out using path model analysis (path analysis), based on the assumption model testing, it stated that it had a positive effect and a significance probability (P-value) of $0.000 \leq 0.05$
4. The Influence of Leadership on the Work Discipline of Employees of the PUPRPERAKIM Mojokerto Service. Assumption testing is carried out using path model analysis, based on the assumption model testing, it states that it has a positive effect and a probability significance (P-value) of $0.04 \leq 0.05$
5. The Influence of the Work Environment on Work Discipline of Employees at the PUPRPERAKIM Mojokerto Service. Assumption testing is carried out using path model analysis, based on the assumption model testing, it states that it has a positive effect and a probability significance (P-value) of $0.02 \leq 0.05$
6. The Influence of Leadership on Performance Through Work Discipline of Employees at the PUPRPERAKIM Mojokerto Service. Assumption testing is carried out using path model analysis, based on the assumption model testing, it states that it has a positive effect and a probability significance (P-value) of $0.04 \leq 0.05$
7. The Influence of the Work Environment on Performance Through Work Discipline of Employees at the PUPRPERAKIM Mojokerto Service. Assumption testing was carried out

using path model analysis (path analysis), based on the assumption model testing, it stated that it had a positive effect and a significance probability (P-value) of $0.02 \leq 0.05$.

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