

The Influence of Leadership, Discipline, Organizational Culture and Motivation on Employee Performance With Linking Variables of Job Satisfaction in Regional Secretariat of Brebes Regency

Rochayah¹, Suwandi², Joko Mariyono³
{ rochayah1977@gmail.com¹, suwandif4@gmail.com², mrjoko28@gmail.com³}

Magister Management, Universitas Pancasakti Tegal, Indonesia¹²³
Agribisnis, Universitas Diponegoro, Indonesia³

Abstract. Regional authorities in administering administrative services and developing public civil servants need a strong body so that the direction of the regional clerk's office and its members can prove good ability as executors of regional regimes. The quality and quantity of a profession carried out by an employee or subordinate is closely related to the condition of a subordinate or employee in a particular agency. Body culture refers to a special bond of norms, values, beliefs and ways of behaving that characterize how groups and people do things. Badan adat has values that must be understood, internalized, and practiced by all people and groups who participate in it. Good employee compliance will speed up industry goals, whereas declining compliance will become a barrier and slow down the revenue of industry goals. That way, based on the results of the analysis and observations, it can be concluded that leadership, obedience, corporate culture, encouragement and happiness in activities directly have a positive and significant impact on employee performance.

Keywords: leadership, discipline, organizational culture, motivation, job satisfaction, employee performance

1. Introduction

Regional Registrar, abbreviated as Regional Secretariat, is a supporting factor for the direction of regional authorities led by a Regional Secretary, abbreviated as SEKDA. The Regional Secretary has the obligation to assist the Regent of Brebes in categorizing policies and coordinating administration for the implementation of regional feature obligations and administrative services.. State employees as the mai energy source for people in the regime sector have a significant function in successfully implementingof regime control and national development 2. Currently the authorities are carrying out various efforts to improve the quality of human resource base or what is commonly called HR.

ASN must have an increase in ability in an important way, not merely evaluating capabilities, meaning that it is not only the results of employee abilities but also the attitude of employees' activities that match the core values of Moral ASN. Moral is an acronym for Service-oriented, Accountable, Professional, Compatible, Compliant, Adaptive, and Collaborative. Employees must be able to meet energetic and sustained performance expectations. The quality of the ability of civil servants of the state as one form of concretization of the rules of managing good governance is the reflection of citizens in obtaining public services. This can be seen by employees who really enjoy their profession because it fits their dreams at the time of application. Likewise, there are other employees who are dissatisfied with their work and the results of their work because what they do is not in accordance with their interests. The type of profession that exists within the agency has limited definite objects, on the other hand the employees on duty have a very large character..

2. Method

The population is all the parts whose characteristics you want to predict. The population in this research is employees at the Registrar's Office in the Brebes Regency, considering that the total population is 104 people, so the researchers did not cite illustrations. in his book reports that research that uses population totality as an example is census research and the Populations are 104 Peoples in the Registrar's Office for the Brebes Regency[1].

3. Discussion

No	Hypothesis	P	Limit	Information
1.	The Effect of Leadership on Job Satisfaction	0.17 3	\geq 0.05	no effect
2.	The Effect of Discipline on Job Satisfaction	0.01 7	\leq 0.05	there is influence
3.	The Influence of Organizational Culture on Job Satisfaction	0.47 1	\geq 0.05	no effect
4.	The Effect of Motivation on Job Satisfaction	0.06 1	\geq 0.05	no effect
5.	The Effect of Leadership on Employee Performance	0.40 5	\geq 0.05	no effect
6.	The Effect of Discipline on Employee Performance	0.82 5	\geq 0.05	no effect
7.	The Influence of Organizational Culture on Employee Performance	0.60 6	\geq 0.05	no effect

8.	The Effect of Motivation on Employee Performance	0.01 8	\leq 0.05	there is influence
9.	The Effect of Job Satisfaction on Employee Performance	0.00 9	\leq 0.05	there is influence
10 .	The effect of job satisfaction in mediating leadership on employee performance	0.44 7	\geq 0.05	no effect
11 .	The effect of job satisfaction as a mediation of discipline on employee performance	0.00 9	\leq 0.05	there is influence
12 .	The effect of job satisfaction as mediating organizational culture on employee performance	0.16 2	\geq 0.05	no effect
13 .	Job satisfaction affects motivation on employee performance	0.41 7	\geq 0.05	no effect

3.1. Effects of Leadership on Activity Happiness.

This research confirms that there is an important positive link between leadership and activity happiness. This leadership style can be used by a superior to influence and motivate his subordinates, so as to increase the ability of his subordinates to carry out their work.

3.2. The Consequences of Obedience to the Happiness of Activity.

This research ensures that there is a bond between the two elastics, proving that there is an important positive relationship between obedience and activity happiness. Compliance is an act of positive role that people try, such as exalting, respecting, obeying and complying with the legal regulations of the body, both registered and undocumented, and being able to do so and accepting any consequences that are attempted.

3.3. The Consequences of Body Customs on the Happiness of Activity.

This research proves body habits do not have a significant effect on activity happiness. Good body culture has in it a special bond of norms, values, beliefs which are characteristic of the way a group and people behave when settling a case.

3.4. Effects of Encouragement on the Happiness of Activity.

This research proves that there is no significant effect between motivation and activity happiness. Encouragement is a question of how to focus the energy and abilities of his

subordinates, so that they want to work together in a productive way, successfully achieving and achieving the goals that have been set.

3.5. Effects of Leadership on Employee Capability.

This research on leadership does not prove that the two elastic bonds do not have a significant effect on employee performance. Regarding that it cannot increase the ability of employees in the duties and professions assigned by the leadership, the results of this research are not in accordance with previous research carried out by.

3.6. Consequences of Obeying the Ability of Employees.

This research proves obedience has an important positive effect on employee abilities. In this case the place of activity has a direct impact on employees in completing their work which in the end can improve the good abilities of employees and the organization. The results of this research are consistent with previous research that was attempted by.

3.7. Consequences of Agency Customs on Employee Ability.

This research proves that corporate customs do not have an important effect on employee performance. Regarding this is a belief that is characteristic of the way a group or person behaves when solving a case, the results of this research are not in line with previous research that was done by.

3.8. Effect of Activity Encouragement on Employee Ability.

This research proves that the two elastic bonds have no significant effect between activity motivation and employee abilities. This proves that actually the location of activities affects the ability of employees, the encouragement of activities in a simple way means a situation that urges or moves someone. The results of this research do not match the previous research that was attempted by.

3.9. Effects of Activity Happiness on Employee Ability.

This research proves that there is an important positive relationship between activity happiness and employee performance. Regarding this, employees who have similar activities accompany employees, the rewards obtained in activities, and conditions involving physical and intellectual aspects.

3.10. Effects of Happiness Activities in Mediating Leadership to Employee Capability.

This research proves that there are indirect effects that are not important. In line with previous trials using route analysis, until the routing assumptions are supported.

3.11. Consequences of Happiness Activities as mediation Compliance with the Ability of Employees.

This research proves that there are indirect effects that are not important. In line with previous trials using route analysis, until the routing assumptions are supported.

3.12. The Result of Happiness Activity as a mediation of Agency Customs to the Ability of Employees.

This research proves that there are indirect effects that are not important. In line with previous trials using route analysis, until the routing assumptions are supported.

3.13. Activity Happiness as an intermediary for Encouragement to Employee Capability.

This research proves that there are indirect effects that are not important. In line with previous trials using route analysis, until the routing assumptions are supported.

4. Conclusion

The assuming framework is a design for elaborating elastic cohesion bonds, either directly or indirectly in a research. Ability is a dimension that can be used to determine the analogy between the results of the application of obligations, the responsibilities assigned by the body within a certain time frame and relatively can be used to measure the results of activities or the ability of the body.

Activity happiness is an employee's action towards the profession related to the atmosphere of the activity, similar activities between employees, the rewards obtained in the activity, as well as conditions related to physical and intellectual aspects 11. Leadership style is the attitude of a boss that is used by one person in influencing others. Leadership style can be used by a superior to influence and motivate his subordinates, as a result can improve the ability of his subordinates in carrying out work 12. . Good corporate culture has within it a special bond of norms, values, beliefs that are characteristic in the way of behaving a group and people when completing a case 13. Encouragement is to question how to focus the energy and abilities of his subordinates, so that they want to work together in a productive way, succeed in achieving and realizing the goals that have been set 14. In this way, based on the results of analysis and observations it can be concluded that leadership, obedience, custom body, drive and activity happiness directly affect the positive and important to the ability of employees.

References

- [[1] Suliyanto. Ekonomi Terapan: Teori & Aplikasi dengan SPSS. Yogyakarta: Penerbit ANDI; 2011.