**THE INFLUENCE OF LEADERSHIP, MOTIVATION, AND DISCIPLINE ON EMPLAOYEE PERFORMANCE AT PT MERDEKA SARANA USAHA PANGKAL PINANG BANGKA BELITUNG**

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**Abstract**

The company needs management related to efforts to achieve certain goals for the company. Whether an organization succeeds in achieving goals depends on the success of the individual organization in carrying out its duties. The company is said to be good if it can achieve the targets that have been set. Meanwhile, whether the company's targets are achieved depends on the performance of all employees. Performance is said to be good if employees can fulfill several things, including the quantity of work and the quality of work. PT Merdeka Sarana Usaha is one of the companies engaged in the cultivation of vanamei shrimp, but in its business activities, there are indications of a decrease in employee performance. This is known as the non-achievement of production targets in 2018 that have been set by the company.

This study aims to determine the influence of leadership on the performance of PT Merdeka Sarana Usaha employees. Knowing the influence of motivation on the performance of employees of PT Merdeka Sarana Usaha. Knowing the effect of discipline on the performance of employees of PT Merdeka Sarana Usaha. Knowing the influence of leadership, motivation, and discipline on the performance of PT Merdeka Sarana Usaha employees. The source of the data used is primary data obtained through the results of a questionnaire on respondents of all employees of PT Merdeka Sarana Usaha.

The results showed that leadership did not affect employee performance at PT Merdeka Sarana Usaha, motivation affected employee performance at PT Merdeka Sarana Usaha, and discipline affected employee performance at PT Merdeka Sarana Usaha, and together with leadership, motivation, and discipline influenced the performance of PT Merdeka Sarana Usaha employees.

**Keywords:** Leadership, Motivation, Discipline, Employee Performance

**INTRODUCTION**

 PT Merdeka Sarana Usaha is one of the companies engaged in the production of vannamei shrimp located in the Bangka Belitung Islands. Based on the information received by the author through the company manager, information was obtained that there were indications of a decrease in the performance of employees of PT Merdeka Sarana Usaha. Indications of a decrease in employee performance are evidenced by the non-achievement of the annual production targets that have been set by the company. The total vannemei shrimp production of PT Merdeka Sarana Usaha in 2018 could not meet the target set by the company. The total production of vannamei shrimp that can be produced in 2018 is only 469 tons. This means that total production in 2018 was short of 31 tons from the total production target for that year and experienced a reduction in total production by 94 tons compared to total production in the previous year. According to Hasibuan (2004: 20), the disciplinary factor greatly affects employee performance. Discipline is usually directly proportional to the productivity of employees in an enterprise. If the level of employee discipline is good, then the level of productivity will also be good. Excessive enforcement of discipline can trigger work stress for employees. Therefore, it requires the wisdom of a leader to create, remind and supervise the course of enforcement of the rules that apply within the company.

The active role of a leader, level of discipline and work motivation will greatly affect employee performance and affect the productivity of a company. The company cannot run well if the management of employees leading the company, discipline, and motivation for employees are not managed properly.

This study aims to 1) Determine the influence of leadership on employee performance at PT Merdeka Sarana Usaha. 2) Knowing the influence of motivation on employee performance at PT Merdeka Sarana Usaha. 3) Knowing the effect of discipline on employee performance at PT Merdeka Sarana Usaha. and 4) Knowing the influence of leadership, motivation, and discipline on employee performance at PT Merdeka Sarana Usaha.

**RESEARCH METHODS**

**Research Time**

 This research was carried out at PT Merdeka Sarana Usaha which addressed Baru Pasir Padi Ketapang Street, Pangkal Balam District, Pangkal Pinang, Bangka Belitung in December – January 2020.

**Data Types and Sources**

 The types of data used are qualitative data and quantitative data. Qualitative data are obtained from the results of interviews with respondents and other information related to the problem under study. Quantitative data were obtained from the results of filling out the questionnaire and the results of multiple linear regression analysis. Data is processed using SPSS 20.

**Data Analysis**

**Reliability Test**

According to Siregar (2013:90), the reliability test was carried out by conducting the *Cronbach Alpha* test with the following calculations:



Information:

a = Alpha Cronbach reliability coefficient

K = Number of question items to test

i Ʃsi2 = Number of variants item score

Sx 2 = Score variance – test score

**Multiple Linear Regression Analysis**

The multiple linear regression equations used in this study are as follows:

Y = a + b1X1 + b2X2 + b3X3+ e

Information:

Y = Performance

a = Constant

b1 = Leadership Regression Coefficient

b2 = Motivational Regression Coefficient

b3 = Discipline Regression Coefficient

X1 = Leadership

X2 = Motivation

X3 = Discipline

e = *Standard Error*

**RESULTS AND DISCUSSION**

In this study, the performance of employees of PT Merdeka Sarana Usaha is a bound variable (Y), while leadership (X1), motivation (X2), and discipline (X3) are free variables (X). This study used a confidence level of 95% so that the signification limit was 0.05. The regression model equation for the employee performance function model at PT Merdeka Sarana Usaha is as follows:

Y = -1.215 + 0.092 X1 + 0.932 X2 + 0.235 X3 + e

Based on the equation above, it is known that there is a constant value of -1,215. This means that employee performance will be negative if the variables of leadership, motivation, and discipline are not present in the company. Leadership variables (X1) do not affect employee performance at PT Merdeka Sarana Usaha The absence of leadership influence on the performance of PT Merdeka Sarana Usaha employees in this study is due to the leader's trust that is too high in employees in carrying out work. there are clear SOPs (Standard Operating Procedures) so that employees work based on routines and do not rely too much on leaders. The motivation variable (X2) affects employee performance at PT Merdeka Sarana Usaha. Motivation has a great influence on the performance of employees. In performance, an employee can work more optimally and well if there is good work motivation. Good employee work motivation causes employees to be able to work better and optimally. Work motivation is influenced by the work environment, work relationships, opportunities to grow, and develop and the provision of *rewards* or rewards. Disciplinary variables (X3) affect employee performance at PT Merdeka Sarana Usaha. The existence of good discipline means that the achievement of company goals can be achieved, but if work discipline declines, this will become a hindrance and cause obstacles to the achievement of company goals. Therefore, it requires awareness in each employee to comply with every regulation that applies in the company.

The influence of leadership, motivation, and discipline variables together affects employee performance variables. This can be seen in the results of the F test and the coefficient of determination (R2). The results of the F test in the table proved that the variables of leadership, motivation, and discipline together affect employee performance, because the Fvalue is greater than the F tabel, so the regression equation that has been created can be used to predict employee performance. These results reinforce research conducted by Riandhika Yossy Kartikasari (2017), on the Influence of Leadership, Motivation, and Work Discipline on Employee Performance (Case Study on Kodim 0728 Wonogiri Employees), with the results of research that leadership, motivation, and work discipline together affect employee performance.

The value of the coefficient of determination was obtained to find out how much this equation can explain the variables in this study. The value of the coefficient of determination in the table is obtained by 0.700 or 70.0%. This shows that employee performance variables can be explained by the variables of leadership, motivation, and discipline by 70.0%, while the remaining 30.0% is explained by other factors that have not been explored in this study. Leadership in relation to leaders and employees at PT Merdeka Sarana Usaha includes a climate of mutual trust, appreciation for ideas, attention to work comfort and recognition of work status professionally. The Motivation includes aspects of labor relations, work environment, knowledge and skills, and wages. Discipline includes aspects of attitudes, norms, and responsibilities. In this regard, if the three variables are jointly improved, it will affect the performance of PT Merdeka Sarana Usaha employees in a better direction.

**CONCLUSIONS AND SUGGESTIONS**

The conclusion of the results obtained from the data analysis is that leadership has no effect on the performance of employees in independent business facilities. Motivation affects the performance of employees in independent business facilities. Discipline affects the performance of employees at PT Merdeka Sarana Usaha. And leadership, motivation, and discipline together affect employee performance.

 Advice for PT Merdeka Sarana Usaha to pay more attention to things that can improve the function, role, and attitude of better leadership, it is hoped that the leadership function in the future will be able to improve employee performance. PT Merdeka Sarana Usaha needs to maintain and increase employee motivation at work. There needs to be an increase in discipline and responsibility and compliance with company rules.

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