THE EFFECT OF LEADERSHIP STYLE ON WORK DISCIPLINE AT THE PT. STATE ELECTRICITY COMPANY (PLN) PERSERO MAKALE AREA, TANA TORAYA REGENCY

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ARTICLEINFO	ABSTRACT
Keywords: Leadership Style, Work Discipline	This study aims to determine the effect of leadership style on work discipline at the State Electricity Company (PLN) Persero Makale Area, Tana Toraja Regency. The type of research used is descriptive quantitative. Data collection techniques were carried out using observation, questionnaires, and documentation. The data sources used are primary data obtained by direct interviews with related parties concerned with the problem under study and from questionnaires. The analysis technique used is simple linear regression and significance test using the SPSS version 26 program. Based on the results of calculations with the t-test on the leadership variable, the result is counted as 4,454 > table 2,04227 and a significance value of 0.000 <0,05, so it can be concluded that the leadership variable affects work discipline. The results of the coefficient of determination show that 39,8% of leadership style influences work profession, and the remaining 60,2% is explained in other variables not included in the study, while the correlation between the loan interest rate variable and the demand for productive business loans is 0,631, meaning that the relationship between solid variable.
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1. INTRODUCTION

A company's sustainability can be seen in its human resources, which are very important for the company to achieve its desired goals. To achieve this goal, good human resource management is needed. Good human resource management can result in quality human resources and disciplined employee performance, which positively impacts the company's overall performance effectiveness. The leadership style of the company can support this.

Leadership style impacts employee work discipline to work harder and harder to make the company profitable. Leadership style is one factor that can motivate a company's employees. Employees who are disciplined in carrying out their work think that their task is a challenge that must be completed. Employees will exert all their abilities to complete their work enthusiastically.

Leadership style is a process of systematically changing employee behavior to achieve company goals. Leadership style requires employees to be able to deal with developments that occur. One way to make employees adapt to these changes is to provide a good leadership style in improving the quality of human resources in the world. Work and to make employees more disciplined so that the company's goals can be achieved. Practical results are these employees' increased skills, knowledge, and discipline.

Leadership style at PT. PLN Persero Makale Area is such that several employees violate work discipline due to the indecisiveness of the leadership in making decisions, so this will become a concern for leaders in leading their subordinates so that they can work according to established rules. The number of violations committed by employees will impact giving awards to encourage employees to work even better. This is provided by evaluating the performance of its employees every year, which is determined by the leadership.

Rosalina's research (2020) shows that the better the leadership style, the more work discipline and employee performance will increase. Increased work discipline in company leadership can improve optimal performance. Jaya's (2015) research results show that transformational, transactional, and autocratic leadership styles have a positive and significant effect on work discipline. The results of Muttaqin's research (2016) show that task behavior and relationship behavior variables simultaneously significantly affect employee work discipline. Based on data analysis conducted by Ichsan (2021), it is found that, in general, leadership has a significant effect on employee discipline.

A good leadership style is fundamental to improving employee work discipline, and leaders can influence change. To determine the effect of leadership style on work discipline, the leader carries out his duties with solid communication between leaders and employees. The purpose of this study was to determine how the influence of leadership style on work discipline at PT. State Power Company (PLN) Persero Area Makale Kabupaten Tana Toraja.

2. METHOD

The research method used in this research is the quantitative method. According to Sugiyono (2019: 23), research with quantitative methods is a research method based on the philosophy of positivism. Quantitative methods are used in research with a determined population or sample, data is collected using research instruments, and quantitative or statistical data analysis is carried out to test predetermined conjectures. Data analysis using simple regression test, t-test, coefficient of determination, and correlation test.

Population and Sample

According to Sugiyono, the 2017 population is a generalized area consisting of subjects or objects with specific qualities and characteristics applied by research to be studied and then conclusions drawn. The population in this study was 32 employees of PT. State Electricity Company (PLN), Persero Makale Area, Tana Toraja Regency. The sampling technique used was saturated sampling, which is a sampling technique in which all population members are used as samples. This is often done when the population is relatively small. The researchers took the entire population as a sample from the small population, namely 32 people.

Method of collecting data

The data collection method is carried out by:
a. Questionnaire (Questionnaire) is a method of gathering data obtained by creating a questionnaire in the form of written questions given to respondents. The result is written data obtained from employees using a Likert scale in the form of a checklist. In each statement, there are five options, namely: strongly agree (SS), agree (S), disagree (KS), disagree (TS), and strongly disagree. Agree (STS)
b. Documentation is a process of collecting, processing, selecting, and storing information in the field of knowledge that provides or contains evidence related to information, such as pictures.

3. RESULT AND DISCUSSION
Based on Simple Regression Test

Sugiyono (2014: 270) states that "simple regression is based on a functional or causal relationship of one independent variable with one dependent variable." This analysis is used to see the effect of leadership style on work discipline with the following equation:

$$Y = a + b X \qquad (1)$$

Where:
Y = Work Discipline (dependent)
X = Leadership Style (independent)
a = Constant
b = Calculated parameters

The results of the simple linear regression analysis using the SPSS 26.0 program are shown in the table below:

Table 1. Regression Analysis Results
Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	T	Sig.
		B	Std. Error	Beta		
1	(Constant)	21.816	8.903		2.450	.020
	X	.648	.145	.631	4.454	.000

a. Dependent Variable: Y

Based on Table 1 above, the constant value (a) is obtained; namely, the leadership style is worth 21.816, and the regression coefficient parameter (b) work discipline is worth 0.648. Because the value of the regression coefficient is positive, it can be said that leadership style (X) has a positive effect on work discipline, so the resulting regression equation is as follows:

$$Y = a+bX \qquad (1)$$
$$Y = 21{,}816 + 0{,}648X$$

Based on the regression equation, the interpretation of the constants and regression coefficients can be described as follows:

a. Constant (a) = 21.816 The constant value for the regression equation is 21.816 with positive parameters. This means that if the leadership style (X) equals 0, the work discipline (Y) is constant, or 21.816. It can also be explained that the constant value (a) of 21.816 is the demand for productive business credit regardless of the high or low-interest rates or when the interest rate is equal to zero or constant.

b. The regression coefficient of leadership style (X) is 0.648. The regression coefficient value for the leadership style variable (X) is 0.648 with positive parameters. Because the value of the regression coefficient is positive, leadership style (X) positively affects work discipline (Y). This regression coefficient can be explained as follows: if there is an increase in the leadership style variable (X) by one percent, it will result in an increase in the work discipline variable (Y) by 0.648 percent, and if there is a decrease in the leadership style variable (X) by one percent, it will result in a reduction of the work discipline variable (Y) of 0.648 percent.

Based on a Partial Test (t-test)
The partial test (t-test) is a form of testing used to test whether there is a significant effect between the independent and dependent variables individually (Sugiyono, 2017). To determine whether the independent variables individually have a substantial effect on the dependent variable using SPSS version 26. The conclusion criteria are:

a. If count < table, significance value > 0.05, then Ho is accepted, indicating that there is no significant effect between the independent variable and the dependent variable

b. If count> table, and the significance value <0.05, then Ho is rejected, indicating a significant influence between the independent and dependent variables. (Sugiyono, 2017)

Partial Test Results are as follows:

Table 2. Partial Testing
Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	21.816	8.903		2.450	.020
	X	.648	.145	.631	4.454	.000

a. Dependent Variable: Y

Source: SPSS 26

From these calculations, the value of the t table is obtained in the distribution of t table statistical values = 2.04227. This shows that t count > t table is 4.454 > 2.04227 and a significance value of 0.000 <0.05, then H_0 is rejected, and H_1 is accepted; this means that leadership style (X) has a significant influence on work discipline (Y)

Based on the determination coefficient test (R2) and the correlation test (R)
The coefficient of determination measures the independent variable's (X) ability to affect the dependent variable (Y). The greater the coefficient of judgment, the better X's ability to explain Y. This test uses SPPSS version 26 to measure variable ability.
The correlation coefficient aims to obtain the value of the strength of the relationship between the two variables. Two variables are correlated only if the change occurs in one of them. This variable will also

impact other variables, both in the opposite and the same direction. The guidelines for interpreting the correlation coefficient can be seen in Table 3 below.

Table 3. Guidelines for Interpreting Correlation Coefficients

Coefficient Intervals	Relationship Level
0,00-0,199	Sangat Rendah
0,20-0,399	Rendah
0,40-0,599	Sedang
0,60-0,799	Kuat
0,80-1,000	Sangat Kuat

Sumber: (Sugiyono, 2018)

The results of the determination and correlation coefficients can be seen in table 4 below.

Table 4. Coefficient of Determination and Correlation Coefficient

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.631[a]	.398	.378	3.98451

a. Predictors: (Constant), x

Based on table 4 above, shows a coefficient of determination or R square value (R2) of 0.398, which means that the influence of the independent variable (leadership style) on the dependent variable (work discipline) is 39.8%, and the remaining 60.2% is influenced by other factors that were not included in this study, such as motivation, work environment, and so on. The correlation coefficient based on Table 3, namely the relationship between the two variables, is 0.631, which means the connection is strong.

Discussion

Leadership style is the leader's behavior towards others or employees in influencing, directing, and motivating, with good performance to achieve predetermined goals. Leadership style is a behavior that is carried out to influence someone according to what is seen (Thoha, 2017: 14). The existing leadership style can be measured from the ability to make decisions, communication skills, responsibility, ability to control emotions, ability to motivate the motivation of the leader.

Meanwhile, work discipline is a person's awareness and willingness to carry out all agency regulations made by management that remind members of the agency so that all employees can run either with their awareness or by force. Work discipline is part of human resources that is important to achieve goals because, with discipline, it is easier to achieve maximum goals (Sedarmayanti, 2014). Indicators of Work Discipline, according to Malayu S.P Hasibuan (2017: 194), namely goals and abilities, leadership examples, rewards in the form of salary and welfare, justice, legal sanctions, and firmness.

From the results of data processing using the SPSS 26 program, the results of a simple linear regression analysis show that the value of leadership style (X) is 0.648, and the constant number is 21.816. Hence, the regression equation becomes Y = 21.816 + 0.648X. This equation means that leadership style positively affects work discipline (Y), meaning that every time a change occurs in leadership style (X), it will be followed by a unidirectional shift in work discipline. If the leadership style is increased by 1%, it will increase work discipline (Y) by 0.648%. These results align with Rosalina's research (2020), which shows that the better the leadership style, the more work discipline and employee performance will increase. Increased work discipline in company leadership can improve optimal performance.

Partial testing shows the table value in the distribution of t table statistics = 2.04227. This indicates that count> table 4.454 > 2.04227, then H_0 is rejected and H_1 is accepted, and this means that leadership style (X) influences work discipline (Y). From the test results of the coefficient of determination, the value of R Square (R^2) is 0.398, which means that the influence of the independent variable (leadership style) on the dependent variable (work discipline) is 39.8% and the remaining 60.2% is influenced by other factors not included. In this study, the correlation coefficient (R) is 0.631, which means that leadership style has a strong relationship to the work discipline of PT. State Electricity Company (PLN) Persero Makale Area, Tana Toraja Regency. This result aligns with Ichsan's research (2021), which found that leadership generally significantly affects employee work discipline.

4. CONCLUSION

Based on the partial test results, the leadership style influences the work discipline at PT—State Electricity Company (PLN) in Persero Makale Area, Tana Toraja Regency. In increasing work discipline, the factor of an exemplary work discipline approach as a leader contributes to building self-awareness for work discipline for employees. The role of leadership is very influential in increasing employee work discipline so that work success is realized along with company goals.

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