Analysis of the Influence of Leadership Style, Supervision, and Work Environment on the Work Discipline of Teachers of SMP Global Prima

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Abstract: Discipline is a benchmark for knowing whether the role of the leader as a whole upholds organizational standards. Work discipline is an attitude that is needed by everyone to improve employee performance to achieve company goals. The purpose of this study is to analyze the Influence of Leadership Style, Supervision, and Work Environment on the Work Discipline of Teachers of SMP Global Prima. The research approach used in this study is a quantitative research method. The population that will be used in this study is SMP Global Prima Teachers, which amounts to 29 people. Data collection resulted in questionnaires and in-person interviews. Test validity using Confirmatory Factor Analysis. Reliability test with Cronbach alpha > 0.70. The data analysis used in this study is a multiple regression analysis model, Coefficient of determination (R^2), Test F, and Test t. The results of the t-test obtained the variable Leadership style, obtained t -count (5.121) > t-table (1.69) and probability value (0.000) < 0.05 then H1 was received, supervision variable, obtained t-count (4,224) > t-table (1.66) and probability value (0.000) < 0.05, then H2 was accepted, the Work Environment variable, obtained t-count (4,278) > t-table (1.69) and probability value (0.002) < 0.05, then H3 was accepted. The conclusion of partial and simultaneous testing of the results showed that the leadership style, supervision, and work environment had a positive and significant effect on the Work Discipline of Teachers of SMP Global Prima. The Adjusted R square test of 0.782 means that 78.2% of the dependent variable variations of the Work Discipline of Teachers of SMP Global Prima which can be explained by the variations in independent variables Leadership style, Supervision, and Work Environment of the remaining 21.8% (100%-78.2%) are explained by other variables that were not studied in this study, such as compensation, motivation, and others.*

Keywords:leadership style, supervision, workenvironment, discipline.

I.   INTRODUCTION

Discipline is a benchmark to find out whether the role of the leader as a whole can be implemented properly or not. Labor discipline is a management action for enforcing organizational standards. When employees meet the regulations set by the company and have high discipline, it will create a more conducive company atmosphere that will have a positive impact on company activities (Rosalina & Wati, 2020). Good human resource management will provide progress for the company, especially in facing situations and conditions that are always changing and developing. Of course, in this case, the role of the leader plays an important role in recruiting, maintaining, and improving the quality of resources in an organization. To maintain this consistency, of course, there must be consistent supervision as well.

Supervision is a process to ensure that all activities carried out are by what has been planned (Murwaningsi, 2013); (Prosperous, 2011). With supervision, the planning expected by management can be fulfilled and run well (Yuanita, 2015). In addition to the factors of leadership style and supervision, in addition, it is necessary to support a good work environment, namely a work environment that can support the smooth security of hygiene and comfort at work and the existence of adequate facilities so that employees feel safe and happy in carrying out the tasks charged and are their responsibility (Hartadi, 2021). Based on the background description above, the author is interested in conducting research under the title Analysis of the Influence of Leadership Style, Supervision, and Work Environment on the Work Discipline of Teachers of SMP Global Prima.

II.   LITERATURE REVIEW

Leadership style is one of the key positions where a leader must be able to influence, direct and show his abilities so that all company goals can be achieved in accordance with what has been set (Rosalina & Wati, 2020); (Wokas et al., 2022). Supervision can be defined as a process to ensure that organizational and management goals can be achieved. This is related to ways to make activities as planned (Parlindungan et al.,

2021). Control or supervision is a function in functional management that must be carried out by each leader of all units / work units towardsimplementation of work or employees who carry out in accordance with their respective main duties (Yuanita, 2015). Thus, supervision by the leadership, especially in the form of built-in control, is a managerial activity carried out with the intention of avoiding deviations in carrying out work (Andhika, 2018). The types of work environments are divided into two, namely:

1) The physical work environment is all physical conditions found around the workplace that can affect employees either directly or indirectly.
2) 2) Non-physical work environment is all work conditions that are related to the employment relationship, both relationships with superiors and with relationships between colleagues, or with subordinates(Wuwungan et al., 2017).

Work discipline is a tool that managers use to change a behavior and as an effort to increase one's awareness and willingness to wait for all applicable regulations and social norms(Rosalina & Wati, 2020); (M. Basri Kamal, 2015).

III. RESEARCH METHODS

The research approach used in this study is a quantitative research method. The population that will be used in this study is SMP Global Prima Teachers, which amounts to 29 people. Data collection resulted in questionnaires and in-person interviews. Test validity using Confirmatory Factor Analysis. Reliability test with Cronbach alpha> 0.70.

Table 1. Variable Instrument Reliability Test Results

Variable	Cronbach'sAlpha	NoofItems	Keterangan
Leadership style(X1)	0.824	10	Reliabel
Supervision (X2)	0.805	10	Reliabel
Work Environment (X3)	0.771	8	Reliabel
Disiplin kerja (Y)	0.844	10	Reliabel

Source: Research Results, 2022 (Data processed)

Based on Table 1, the reliability value of each instrument from the variables supervision, work discipline and leadership style is greater than 0.34 and it can be concluded that all variables are reliable. The data analysis used in this study is a multiple regression analysis models, Coefficient of determination (R2), Test F, and Test t.

IV. RESULTS AND DISCUSSIONS

In research at Sekolah Global Prima, the independent variable observed was the work environment (X) while the mediation variable was Training (Z) and the dependent variable was Job satisfaction (Y).

Table 2. Descriptive Statistics

Variabel	N	Minimum	Maximum	Mean	Std.Deviation
Leadership style	34	16.00	43.00	33.01	8.02
Supervision	34	15.00	37.00	30.22	9.34
Work Environment	34	18.00	42.00	34.66	8.89
Disiplin Kerja	34	16.00	44.00	30.24	8.27
ValidN(listwise)					

Source: 2022 Research Results (SPSS Processed Data)

From Table 2, it can be seen the results of descriptive statistic analysis for the variables Leadership style (X1), Supervision (X2), Work Environment (X3), and Work Discipline (Y). In Table IV.1, it is known that the leadership style variable (X) with a sample of 34 respondents had an average of 33.01 minimum values of 16.00, and a maximum of 43.00 with a standard deviation of 8.02. The Supervision Variable (Z) with a sample of 34 respondents had an average of 30.22, a minimum value of 15.00, and a maximum of 37.00 with a standard deviation of 9.34. The Work Environment Variable (X3) with a sample of 34 respondents had an average of 34.66, a minimum value of 18.00, and a maximum of 42.00 with a standard deviation of 8.89. The Work Discipline Variable (Y) with a sample of 34 respondents had an average of 30.24, a minimum value of 16.00, and a maximum of 30.24 with a standard deviation of 8.27.

Hypothesis testing used in the study is to use multiple linear regression analysis. The regression model used is as follows:

Table 3. MultipleLinear Regression Test Results

Model	UnstandardizedCoefficients		StandardizedCoefficients	t	Sig.
	B	Std.Error	Beta		
1 (Constant)	4.926	1.845		1.098	.018
Leadership style	.448	.103	.415	4.209	.000
Supervision	.451	.112	.319	3.226	.000
Work Environment	.478	.109	.330	3.241	.002

Source: 2022 Research Results (SPSS Processed Data)

The meaning of the multiple linear regression equation above is:
1. A constant of 4,926 states that if the Leadership Style of Supervision and Work Environment is absent or constant then the Work Discipline of Teachers of SMP Global Prima is 4,926 units.
2. Regression coefficient Leadership style of 0.448 and positive value, this states that every increase in leadership style 1 unit will improve the Work Discipline of Teachers of SMP Global Prima
3. The supervision regression coefficient is 0.451 and has a positive value, this states that every increase in Supervision of 1 unit will improve the Work Discipline of Teachers of SMP Global Prima.The work environment regression coefficient is 0.478 and has a positive value, this states that every increase in the Work Environment 1 unit will improve the Work Discipline of Teachers of SMP Global Prima.

Table 4. Coefficient of Determination Test Results

Model	R	RSquare	AdjustedR Square	Std.ErroroftheEstimate
	.825a	.782	.782	2.36517

Source: 2022 Research Results (SPSS Processed Data)

The results of the Coefficient of Determination Test obtained an Adjusted R square value of 0.782 this means that 78.2% of the variations in the dependent variables of the Work Discipline of Teachers of SMP Global Prima which can be explained by the variations in independent variables Leadership style, Supervision and Work Environment of the remaining 21.8% (100%-78.2%) are explained by other variables that were not studied in this study, such as compensation, motivation and others.

Table 5. F-Test Results

Model	SumofSquares	df	MeanSquare	F	Sig.
Regression	2022.081	2	1145.056	41.335	.009[b]
Residual	2183.201	32	.552		
Total	2156.332	32			
	2209.209	32			

Source: 2022 Research Results (SPSS Processed Data)

The f value of the table is obtained from:
- $df1 = k-1 = 4-1 = 3$, where k is: the sum of dependent and independent variables
- $df2 = n-k = 32-3 = 29$, di mana n adalah: jumlah sampel dapat dilihat dari baris ke 31, kolom ke 3. F tabel sesuai dengan tabel F adalah 2,93.

From the table above it can be seen that the F-calculated value is 41,335 with a probability of 0.012, since the probability is smaller than 0.05, then the regression model can be used to predict Labor Discipline. This can also be seen from the F-count (41,335) > F-table (2.91), then H4 is accepted which means that the variables leadership style, supervision and work environment affect the work discipline of teachers of SMP Global Prima.

The value of t is determined to be significant 5% and the degree is free: $df = n-k$ (df = number of samples and k = number of overall variables) i.e. $df = 32-3 = 29$. The calculation test carried out is: Two-way test then the t-table used is t 5% or t 0.05 (29) = 1.69. From the results of the t-test above, it can be concluded that for the leadership style variable, obtained t -count (5.121) > t-table (1.69) and probability value (0.000) < 0.05 then H1 is accepted means there is an influence of leadership style on Work

Discipline. Then for the Supervision variable, obtained t-count (4.224) > t-table (1.66) and probability value (0.000) <0.05, then H2 accepted means there is an influence of Supervision on Work Discipline. For the Work Environment variable, a t-count (4,278) > t-table (1.69) and a probability value (0.002) < 0.05 are obtained, then H3 is accepted means that there is an influence of Supervision on Work Discipline.

Table 5. Test Results

Model	UnstandardizedCoefficients		StandardizedCoefficients	t	Sig.
	B	Std.Error	Beta		
(Constant)	4.904	2.045		2.409	.018
Leadership style	.523	.062	.511	5.121	.000
Supervision	.425	.051	.422	4.224	.000
Work Environment	411	.049	.412	4.278	.002

Source: 2022 Research Results (SPSS Processed Data)

The Influence of Leadership Style on Work Discipline.

The results of research conducted by researchers prove that there is an influence of leadership style on the Work Discipline of Teachers of SMP Global Prima. In line with the first hypothesis (H1). This can be seen from the results of the partial test (Test-t) where the t-count value > the t-table (5.121 > 1.69) and the significance value of 0.000 < 0.05. So that the research results rejected H0 and received Ha. The results of this study are in line with the results of Rosalina's research (2020), based on the hypothesis test The coefficient of path parameters obtained from the influence of leadership style variables on work discipline is 0.312 with a statistical T value of 2,233 > 1,660 at the level of 1,660 at the level of significance α = 0.05 (5%) which states that there is a positive influence between leadership styles on work discipline. The value of 0.312 on the parameter coefficient means that the better the leadership style, the better the work discipline will be. This result shows that with the better the leadership style, the employee's work discipline at work will increase (Rosalina & Wati, 2020).

Supported by the statements of Tintami et al (2013), Muthi and Djuwita (2019) showed that leadership style has a significant positive effect on work discipline (Tintami et al., 2012); (Muthi, 2019). The leader has a responsibility both morally and spiritually to the work activity ability of the organization he leads (Masambe, 2015); (Heroes & Onsardi, 2020). Leadership is a way or technique of influencing the behavior of others both individuals and groups (Syukur et al., 2019); (Siagian et al., 2021).

The Effect of Supervision on Work Discipline.

The results of research conducted by researchers prove that there is an influence of supervision on the work discipline of teachers at SMP Global Prima. In line with the first hypothesis (H2). This can be seen from the results of the partial test (t-test) where the t-count value > the t-table (4.224 > 1.69) and the significance value of 0.000 < 0.05 so the research results rejected H0 to receive Ha. The results of this study are supported by research by M.Basri (2015), from the partial test, it was found that the supervision variable with a significance level of 0.000 < 0.005, so it can be said that there is a significant influence between supervision and work discipline. The most dominant variable that affects work discipline is the supervision variable (M. Basri Kamal, 2015). Supervision is a process of establishing performance measures and taking actions that can support the achievement of expected results by performance (Andhika, 2018); (Sutedi et al., 2021). In line with Andhika's research (2018), which states the results of the partial test, it can be seen that the surveillance variable (X2) has a calculated t value of 3.661 > a table t value of 1.682 with a big value. ,001. So it can be known that the supervision variable is the variable that has the most significant influence on employee work discipline at PT Artha Gita Sejahtera Medan (Andhika, 2018).

The Effect of the Work Environment on Work Discipline

The results of research conducted by researchers prove that there is an influence of supervision on the work discipline of teachers at SMP Global Prima. In line with the first hypothesis (H2). This can be seen from the results of the partial test (t-test) where the t-count value > t-table (4,278 > 1.69) and the significance value of 0.002 < 0.05 so the research results rejected H0 accepting Ha. The results of this study were supported by Sugiyatmi's research (2019), were from the research results obtained a calculated t value of X2 (2.061) > t table (2.04), then Ho was accepted and Ha rejected the conclusion of work environment variables had a positive and significant effect on employee work discipline (Sugiyatmi et al., 2019). According to the author's assumptions, a comfortable and safe work environment, it will motivate students or employees to improve work discipline. The work environment is everything around the worker that can affect himself in carrying out

the tasks he carries out (Ardianti et al., 2018); (Sofyan, 2013). The work environment is a condition of everything around the employee's workplace that can influence himself in carrying out his work(Permana et al., 2015).

V. CONCLUSION

Based on the results of the research and discussion that has been described in the previous chapter, the following conclusions can be drawn:

1. Partial testing of results shows that leadership style, supervision, work environment have a positive and significant effect on the work discipline of teachers of SMP Global Prima.
2. Simultaneous testing of results shows that leadership style, supervision, work environment have a positive and significant effect on the work discipline of teachers of SMP Global Prima.
3. Adjusted R square test of 0.782 this means that 78.2% of the dependent variable variations of the Work Discipline of Teachers of SMP Global Prima which can be explained by the variations in independent variables Leadership style, Supervision and Work Environment of the remaining 21.8% (100%-78.2%) are explained by other variables that were not studied in this study, such as compensation, motivation and others.

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