

WORK PRODUCTIVITY REVIEWED FROM LEADERSHIP, DISCIPLINE, APPRECIATION AND MOTIVATION OF DPKPP EMPLOYEES IN KLATEN REGENCY

Joko Wardoyo, Kartika Hendra Titisari, Istiatin

Program Studi Magister Manajemen, Program Pascasarjana,

Universitas Islam Batik Surakarta, Indonesia

E-mail : jokowardoyo01q@gmail.com

Abstrack : *This study aims to determine the influence of leadership, discipline, appreciation and motivation on a variable called DPKPP Klaten Regency work productivity. The research that has been done uses an approach called quantitative. The population in this study were all employees at DPKPP Klaten Regency, all of which totaled 75 people. The sampling technique uses saturated samples. The technique for data analysis in this research that has used an analysis called multiple linear regression. The results of a study that has been conducted show that leadership, discipline, appreciation and motivation have a positive and significant impact on a variable called work productivity in DPKPP Klaten Regency. It is hoped that the DPKPP Klaten Regency in the future will continue to maintain and improve the quality of leadership, discipline, appreciation and motivation in employees, so that work productivity will also continue to increase and of course be better than before.*

Keywords: *Work Productivity, Leadership, Discipline, Reward and Motivation*

1. Introduction

The development of the current era that is becoming very rapid makes a very tight competition between companies/agencies that are difficult to avoid. This event indeed results in an independent challenge for developing countries in the era of globalization. The current competition that shows its open nature between a world economic actor certainly makes the company active in improving its resources very well so that it can later face a world competition.

Government organizations need a sound planning system against various resources in each activity carried out. Of course, it is necessary to have qualified human resources and have high work productivity. Change of the environment/climate of a business is speedy and accompanied by the increase of quality and the community's needs. On the other hand, a very significant difference certainly makes the occurrence of a work event in the form of differences as well as an increase that forces a skill from employees who make more than ever.

People must dream of many needs that can be appropriately fulfilled and according to their wishes. It certainly requires every organization to carry out an activity of the manufacturing process in a way that is undoubtedly more efficient, then effective, and productive. To counter this significant hurdle, a government organization would need to demand high productivity of its employees.

Nilda et al. (2016) Explain that work productivity has a role in achieving an outcome, especially in terms of quantity. The work productivity of each employee can also be different, reach a high point, and get a low point measured at the level of perseverance in doing each task.

Leadership is also a pillar to develop an existing organization because it will be challenging to achieve a goal of the organization without the nature of a good leader. The leader must be able to control his subordinates and work according to the list of visions, then the mission, and the organization's objectives. In addition, the leader must be able to teach knowledge, move a goal, and bring about a respectful attitude and the confident nature of his subordinates.

Employees with an excellent work discipline will be able to do and also complete a job that has become a responsibility very effectively and also efficiently and can also be precisely completed in time, and this can certainly increase a passion for the work of an employee so that later on the achievement of a goal of the organization (Eriyanto, 2016).

Some efforts from a company/agency in improving work productivity through an award also for highly accomplished employees (Güngör, 2011). This award includes a salary/wage, benefits, bonus, promotion, recognition, career progress, responsibilities, and learning opportunities to improve an employee's performance. It is necessary to get more attention by a government organization, and also must have a strong foundation, accurate and also fair, and later able to increase very high work productivity to be able to excel in doing a job and also can compete so that later achieved a balance between a personal goal and also an organizational goal.

Fitriani et al. (2018) stated that motivation would be an encouragement for a person to do a task and his responsibility very earnestly so that motivation is a practical driving force to move a human action that has a particular purpose. The employee's work motivation is essential because an employee who has high work motivation is undoubtedly able to complete a job very maximally so that an agency can achieve a goal by its vision.

This study tested the influence of variable leadership, discipline, appreciation, and motivation on the work productivity of DPKPP employees in Klaten Regency.

2. Literature Review

A. Employee Performance

Ardana, et al. (2012) stated that productivity is compared between a result obtained with all the power or manufacturing factors that have been implemented. Work productivity compares an employee's products and a role of a union employee from time to time. Sutrisno, (2016: 104) to measure work productivity, an indicator is needed:

1. Employee skills
2. Increased targets
3. The existence of a happy form to do the work
4. Self-development
5. Quality
6. Efficient

B. Leadership

Tohadi, (2010: 222) leadership is a process to influence the work of individuals and groups to obtain a target under different conditions. This effort to influence many people through communication to achieve a target. Tohadi, (2010: 222) states that a successful or failed leader is

indeed associated by the style factor of the search for attitude and also the actions that appear from:

1. Mentoring Subordinates
2. Relationship with subordinates
3. Selection of actions
4. Spirit of Work

C. Discipline

Afandi, (2016: 1) discipline is a valuable way for management to change action and also as an effort to raise level of awareness and also the availability of employees to obey all the rules of the company and also social norms that have been implemented. Hasibuan, (2017:193) Indicators of work discipline are:

1. Comply with working hours
2. Comply with the procedure
3. Obey the command
4. Accurate in work

D. Awards

Irmayanti (2013) has explained that a reward is also referred to as intrinsic reciprocity, which means an exchange that becomes part of a job itself, the reciprocity doubles as a sense of completion, then achievement, then autonomy and also growth, meaning the skills to be able to run or also complete a job become very important for some individuals. Kadarisman, (2012: 122), reward indicator (award):

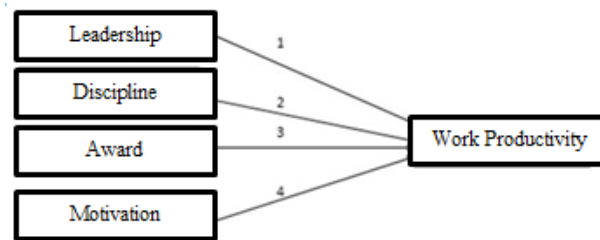
1. Daily Payment
2. Monthly Payment
3. Additional Salary
4. Bonus
5. Interpersonal Awards
6. Promotion

E. Motivation

Hasibuan,(2012:141), stated that motivation makes how efforts to invite power and also the ability of subordinates so that later can work very well together to be able to obtain and also achieve a target that has been set before. Fitria et al. (2014) motivation is a severe motivation for a person to be later able and willing to carry out a task and his responsibility very seriously. According to Uno, (2010: 73), indicators of work motivation are:

1. Responsibility of the officer
2. Clear targets and objectives
3. Happiness at work
4. Strive to be the best

Hypothesis



The hypotheses in this study are as follows:

- H1 : Leadership Affects Work Productivity of DPKPP Employees Klaten
- H2 : Discipline Affects Work Productivity of DPKPP Employees Klaten Regency
- H3 : Award Affects Work Productivity of DPKPP Employees in Klaten Regency
- H4 : Motivation Affects Work Productivity of DPKPP Employees klaten Regency

3. Research Methodology

This research has been done using a quantitative approach. Quantitative research is a scientific method because scientific rules are very concrete or empirical, objective, measurable, rational, and systematic (Sugiyono, 2016: 7). Furthermore, the population can also be called the entire subject in the study (Arikunto, 2010: 173). All employees who work in dpkpp Klaten district amounts to 100 people. Therefore, the sample is also part, or representative of a population studied (Arikunto, 2010: 109). The number of pieces that have been taken for research as many as 75 people or respondents, because 25 people are the leaders who became the object of research. Sampling techniques that will be used in this study with census techniques.

4. Results And Discussion

A. Multiple Linear Regression Test

Table 1.
Multiple Linear Regression Test

No	Variable	Unstandardized B	Description
1	(Constant)	-2,616	Negative
2	Leadership	0,179	Positive
3	Discipline	0,668	Positive
4	Award	0,174	Positive
5	Motivation	0,108	Positive

Based on the results of the table listed above can be obtained an equation of regression that has occurred, namely:

$$Y = (-2,616) + 0,179 X_1 + 0,668 X_2 + 0,174 X_3 + 0,108 X_4$$

The result of the existing equation can be explained by:

1. Constant (a) = -2,616

If the value (a) = -2,616 whereas from the variable variable leadership (X1), discipline (X2), award (X3) and motivation (X4) is considered unchanged or also (=0), then the result of the work productivity variable is -2,616 and also provides information that there is an outcome of negative value.

2. Leadership Coefficient (X1) = 0.179

If the coefficient of leadership variables increases, while discipline, appreciation and motivation are estimated to be of fixed value, then the value of a work productivity will continue to increase by 0.179 and also information that there is a positive value.

3. Discipline Coefficient (X2) = 0.668

If the coefficient of the discipline variable increases, while from the leadership, reward, and motivation variables, the estimated value of an existing regression model is of fixed importance, then the productivity value of the work will continue to increase by 0.668 and also information that there is a positive value.

4. Award Coefficient (x3) = 0.174

Suppose the coefficient of the award variable increases, while the variable leadership, discipline, and motivation are estimated to be the value of an existing regression model is of fixed importance. In that case, the result of the value of work productivity will continue to increase by 0.174 and information that there is a positive value.

5. Motivation Coefficient (X4) = 0.108

Suppose the coefficient of the motivation variable increases, while from the leadership, discipline, and reward variables. In that case, it is estimated that the value of an existing regression model is of fixed importance. The result of the value of work productivity will continue to increase by 0.108 and also information that there is a positive value.

B. Model Feasibility Test

Table 2.
F-Test Result

Model	Fscore	Ftable	Sig.	Standar d	Description
Regression	74,875	2,50	0,000	0,05	Accepted

Source : Appendix VII

The feasibility test result of the model obtained Fscore > Ftable of 74,875 > 2.50 with a significance of 0.000 means that the results of this analysis are significant with the current signification rate of < 0.05 then the value of H0 will be rejected, and also Ha will be accepted. This means there is an influence between a leadership variable, discipline variable, reward variable, and motivation variable in a simultaneous way and also significant to the variable of work productivity in DPPKP Klaten and meet for model feasibility test.

C. Hypothesis Test

Table 3
T-Test Result

Hypothesis	t _{score}	t _{table}	Sig.	Standard	Description
H1	2,042	>1,994	0,045	0,05	Accepted
H2	10,719	>1,994	0,000	0,05	Accepted
H3	2,143	>1,994	0,036	0,05	Accepted
H4	2,054	>1,994	0,044	0,05	Accepted

Based on the calculation of the results of the t-test in the table above can be explained in the hypothesis shaped like this:

1. The Influence of Leadership on Work Productivity

The Leadership Variable has a t-score > t-table (2,042 > 1,994) and also Sig 0.045 < 0.05 then, it can be concluded that Ho's results will be rejected and also Ha will be accepted. There are very positive influence results and also significant leadership on work productivity in DPPKP Klaten Regency.

2. The Effect of a Displin on Work Productivity

Displin variable has t-score > t-table (10,719 > 1,994) and also Sig 0.000 < 0.05. Then, it can be concluded that Ho's result will be rejected and also Ha will be accepted. There is a very positive influence result and significant disciplinary on work productivity in DPPKP Klaten Regency.

3. The influence of an Award on a Variable Work Productivity

Variable Award has a t-score > t-table (2,143 > 1,994) and also Sig 0.036 < 0.05 then it can be concluded that Ho's results will be rejected and also Ha will be accepted. There are very positive influence results and significant appreciation for work productivity in DPPKP Klaten Regency.

4. Influence of a Motivation on a Work Productivity

Variable Motivation has a t-score of > t-tabel (2,054 > 1,994) and also Sig 0.044 < 0.05 then it can be concluded that Ho's results will be rejected and also Ha will be accepted. Thus, there are very positive influence results and significant Motivation to work productivity in DPPKP Klaten Regency.

D. Determination Coefficient Test (R^2)

Table 4
 R^2 Test Result

Mode	R	R	Adjusted	Std. Error of
1		Squar	R	the
		e	Square	Estimate
1	0,900	0,811	0,800	1,24646
	0			

The above calculation result has been done and has been obtained due to adjusted R square 0.800. Thus, means from the variables of leadership, discipline, appreciation, and motivation contribute to work productivity by 80%. In comparison, there is the remaining 20% explained by

some other variables that are not proposed in this study, such as work environment, workability, education, and others.

Discussion

1) The influence of leadership on work productivity.

The tests presented in Table 3 show that leadership factors have a very positive and significant influence on work productivity. The results prove that if the higher the leadership, the better the work productivity will also experience a real improvement. The results of this research that has been carried out are in line with the results of the previous study that has been done by Setyawan et al. (2016) and Sunarsi (2005) leadership there is very positive and also significant influence on work productivity.

2) The influence of a discipline on work productivity.

The tests presented in Table 3 show that disciplinary factors have a very positive and significant influence on work productivity. The results prove that if the higher the discipline, the better the work productivity will also experience a real improvement. The results of this research that has been carried out are in line with the results of the previous study that has been conducted By Assagaf & Dotulong (2015), Eriyanto (2016), and Saridewi et al. (2018) discipline there is a very positive and also significant influence on work productivity.

3) The influence of an award on work productivity.

The tests presented in Table 3 show that the award factor has a very positive and significant influence on work productivity. The results prove that if the higher the award, then the productivity of work will also experience an actual good increase. The results of this research that have been carried out are in line with the results of previous studies conducted by Gungor (2011) and Bhirawa (2018) awards there is a very positive and significant influence on work productivity.

4) The influence of a motivation on a work productivity.

The tests presented in Table 3 show that motivational factors have a very positive and significant influence on work productivity. The results prove that if the motivation is higher, then the productivity of work will also experience an actual good increase. The results of this research that have been carried out are in line with the results of a previous study conducted by Hamali (2011) and Machwati & Wibowo (2015) motivation there is a very positive and significant influence on work productivity.

5. Conclusion

Based on several hypothetical test results and also detailed discussions that have been conducted in the following research from 75 questionnaires that have been distributed to employees of DPKPP Klaten Regency, it has been determined that from the variables of leadership, discipline, appreciation and motivation have a very positive influence and also significant to the variable of work productivity in dpkpp Klaten.

The results of the coefficient of determination test from the research conducted have obtained the results of Adjusted R Square (R^2) of 0.800 or 80%. This means the determination or contribution of variable leadership, discipline, appreciation and motivation to work productivity in dpkpp Klaten district by 80%. The rest of the gift from some other variables is only 20%, such as workability,

education, etc.

Sugesstion

1. Theoretically

It is expected that further research to be able to develop this research that has been done later by using other free variables in addition to leadership, discipline, appreciation, and motivation that can affect work productivity, considering that there is still an influence of 20% outside of these research variables such as work environment, workability, education, and others.

2. Practically

- a. It is expected that dpkpp Klaten regency in the future will maintain and improve the quality of leadership, discipline, and appreciation. The high quality of leadership, discipline, and gratitude in DPKPP Klaten regency makes the performance of employees will also continue to improve and will also be better than the previous condition.
- b. Dpkpp Klaten should also increase employee motivation to feel satisfied and more enthusiastic in working and productivity increases. The reason makes employees more agile in work, feel happy to live their work, and the current position is faster to reach the target.
- c. For other researchers, work productivity variables can also be used for research outside organizations or government agencies because they can be used for the progress of a careful object. It can also be used in companies, banks, factories, and others.

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