Relationships of Work Discipline, Leadership, Training, and Motivation to Performance of Employees Administration Abepura Hospital Papua 2015

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Abstract

This study aims to analyze the effect of labor discipline on the performance of employees in hospitals Abepura Jayapura Papua New Year 2015. 2) the effect of leadership on employee performance in hospitals Abepura Jayapura Papua Year 2015. 3) the effect of training on employee performance in hospitals Papua Jayapura Abepura town Year 2015. 4) determine the influence of training on employee performance in hospitals Abepura Jayapura Papua New Year 2015. 5) determine the level of influence of labor discipline, leadership, training and motivation on the performance of the administrative staff in hospitals Abepura Jayapura Papua in 2015. this research was conducted in Abepura Hospital with the entire population is an administrative officer in Abepura District General Hospital which was 71 employees. The research sample is the total population of all employees in the administration of hospitals Abepura Papua in 2015 which amounted to 71 employees. The data analysis was conducted by Cros-sectional study approach. And analyzed with SPSS multiple linear regression method. The results of this study were: 1) There is a disciplinary effect on the performance of the administrative staff in hospitals Abepura with p = 0.031. 2) There is a leadership influence on the performance of the administrative staff in hospitals Abepura with p = 0.000.

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3) There is an effect of training on the performance of the administrative staff in hospitals Abepura with p = 0.009. 4) There is a motivational influence on the performance of the administrative staff in hospitals Abepura with p = 0.025. 5) Of the four independent variables leadership variable has a greater effect this is indicated by a coefficient of 0.628 while leadership training variable coefficient of 0.217, the coefficient of 0.150 and the motivation variable work discipline variable coefficient of 0.007.

Keywords: work discipline; leadership; training; motivation; employee performance.

1. Introduction

No business environment organizations that are static, because all would change. The changes caused by environmental conditions and the competitive dynamic will have an impact on larger changes again. In the absence of competence that is supported by reliable human resource, then the organization will find it difficult to compete with other organizations [1,2]. Many factors affect the performance of employees, among others, the factors of job satisfaction, communication, work experience factor, the factor of discipline, leadership factor, competency and work environment factors [3,4]. But according to observations conducted by researchers many ways the problems found in the study site is in Abepura Hospital. Most employees showed discipline low working visits of absenteeism, employees who do not follow the apples in the hospital, employees came late, still their employees home early, from observation and information obtained from the head of the field of nursing is still found employees did not write the status of nursing appropriate should be, there are still employees who like to sit back on the hours of work, passion for running this activity is still low, their leadership is less strict, the absence of strict sanctions, complaints of employees about what training is uneven, and it indicates that the performance of most of the administrative staff Abepura District General Hospital.

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In this case the researchers wanted to know or examine four factors, namely labor discipline, leadership factors, training factors and motivational factors. The selection was based on the fact that these four factors most often appears in theory to discuss the factors that affect the performance of employees.

From the description above can be said that motivation is as a factor in the work performance of employees, which should receive special attention from the leadership if desired employee performance increases so that

the desired objectives can be achieved. Motivating process is highly dependent on the leader's ability to influence subordinates in an effort to realize the objectives of the organization. The success or failure of most organizations is determined by the quality of leadership that are owned by people who are entrusted with the task of leading the organization [5]. That stance reflects how much a leadership role in an organization, so that a leader is expected to have the ability to lead to reliable so that organizational goals can be achieved. As is the ability of a leader is the ability to motivate, influence, steer and communicate with subordinates. Besides, leaders should also have a manner of leadership adapted to the situation and condition of the organization, is flexible means to be able to adjust or adapt to the environment subordinates. Similarly, influential leadership in an organization that used to say that leadership is a decisive factor in the success or failure of an organization to achieve organizational goals as expected, [6,7].

The training is part of the development of employees in an organization. This is because its implementation will be particularly beneficial individual employees and the organization in general. So that employees will be able to carry out the tasks given. Training can improve an employee's performance both in the handling of existing jobs and the jobs that exist in the future for the field of the duties within the organization [3,8].

2. Materials and Methods

2.1 Research Approach; This study is a qualitative research approach Cross Sectional Study
2.2 Scope of the Study

Research was conducted on Administrative Employees General Hospital Abepura the object of research is all employees in the administration Abepura District General Hospital which was 71 people.

A. Variable Research

    1. Depending Variable (dependent variable)

The dependent variable is a variable whose value depends on and is influenced by independent variables (independent variables) are usually notated Y. in this study is the dependent variable is the performance of employees.

    2. The independent variables (independent variables)

The independent variables in this study consisted of three independent variables (X1, X2, X3, and X4) are categorized as follows:

      X1 = labor discipline   X2 = leadership

      X3 = training   X4 = motivation

B. Types and Sources of Data

1. Types of Data

The type of data collected in the form of data that is both quantitative and qualitative, and consists of primary and secondary. Primary data is taken directly from the customer in the form of Questioner and observations in the field with direct interviews and responses from the respondents. While secondary data include: documents, legislation and other data that has been provided in the administration Abepura District General Hospital. 2. Data Sources

The data source of this research is the Administrative Officer Abepura District General Hospital. From the results of a questionnaire distributed to respondents that was used as a sample.

C. Location and Time Research

This research was conducted in Abepura Hospital, which is located at Jl. Health No. I Abepura. The research took place in October s / d in December 2015.

1. Population

The study population was the whole administrative employee at the General Hospital of Abepura totaling 71 people.

2. Sample

The entire administrative staff at the General Hospital of Abepura in this study population size is relatively small so that the census method (saturated sample) to determine the sample, where the entire population is considered as a sample of 71 employees.

D. Data Collection Techniques

1. Observation / Observation

Is the author direct observation by means observe, see, hear activity on the part of public service employees, personnel, finance, and part of the medical record Abepura district general hospitals. 2. Interview / Interview

Research was conducted interviews with holding question and answer between researcher and respondent directly in order to obtain the necessary connection with the performance of employees in the civil service Abepura district general hospitals.

3. Gazette Questions / Questionnaires

So the questionnaire is to capture data by giving a list of questions that have been the author of stacking structured with alternative answers that have been determined. The purpose of making this questionnaire is to

obtain information relevant to the validity of the study with high enough.

4. Data Primer

Is the respondents' answers to a questionnaire about the influence of labor discipline, leadership, and training on employee performance in Abepura Hospital.

E. Data Analysis

The data analysis was descriptive analytic was at the time of data collection takes place, and after the completion of data collection in a particular period. At the interview, the authors have conducted an analysis of the answers were interviewed [9]. If the answer were interviewed after the analysis was not satisfactory, then the researchers will continue the question again until a certain stage, the data obtained are considered credible. Data from the questionnaires were analyzed using SPSS multiple linear regression method.

3. Results and Discussion

Table 1: Test assumptions Linearity

ANOVA Table

			Sum of Squares	df	Mean Square	F	Sig.
KINERJA * DISIPLIN	Between Groups	(Combined)	44.631	4	11.158	66.084	.000
		Linearity	42.734	1	42.734	253.105	.000
		Deviation from Linearity	1.897	3	.632	3.744	.015
	Within Groups		11.144	66	.169		
	Total		55.775	70			

From the table above can be obtained by value p = 0.000 <0.05, it can be concluded that there is a linear relationship between the variables of discipline with the employee's performance.

From the table above can be obtained by value p = 0.000 <0.05, it can be concluded that there is a linear relationship between the variables of leadership with employee performance.

From the table above can be obtained by value p = 0.000 <0.05, it can be concluded that there is a linear relationship between the variables of training with employee performance.

From the table above can be obtained by value p = 0.000 <0.05, it can be concluded that there is a linear relationship between the variables of motivation with employee performance.

Table 2

ANOVA Table

			Sum of Squares	df	Mean Square	F	Sig.
KINERJA * KEPEMIMPINAN	Between Groups	(Combined)	51.800	4	12.950	215.017	.000
		Linearity	51.178	1	51.178	849.755	.000
		Deviation from Linearity	.621	3	.207	3.438	.022
	Within Groups		3.975	66	.060		
	Total		55.775	70			

Table 3

ANOVA Table

			Sum of Squares	df	Mean Square	F	Sig.
KINERJA * PELATIHAN	Between Groups	(Combined)	42.955	3	14.318	74.830	.000
		Linearity	41.320	1	41.320	215.948	.000
		Deviation from Linearity	1.634	2	.817	4.271	.018
	Within Groups		12.820	67	.191		
	Total		55.775	70			

Table 4

ANOVA Table

			Sum of Squares	df	Mean Square	F	Sig.
KINERJA * MOTIVASI	Between Groups	(Combined)	46.276	4	11.569	80.388	.000
		Linearity	42.933	1	42.933	298.323	.000
		Deviation from Linearity	3.343	3	1.114	7.743	.000
	Within Groups		9.498	66	.144		
	Total		55.775	70			

A. Assumptions Normality Test

Table 5

One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		71
Normal Parameters[a]	Mean	.0000000
	Std. Deviation	.23564287
Most Extreme Differences	Absolute	.305
	Positive	.305
	Negative	-.258
Kolmogorov-Smirnov Z		2.571
Asymp. Sig. (2-tailed)		.059

a. Test distribution is Normal.

From the above table One-Sample Kolmogorov-Smirnov Test p-value obtained for the Kolmogorov-Smirnov test = 0.059> 0.05, it can be concluded normally distributed data.

B. Test assumptions Multicolinearity

Table 6

Coefficients

Model	Unstandardized Coefficients		Standardized Coefficients			Collinearity Statistics	
	B	Std. Error	Beta	t	Sig.	Tolerance	VIF
1 (Constant)	.120	.174		.692	.491		
DISCIPLINE	.007	.075	.007	.087	.931	.134	7.449
LEADERSHIP	.628	.078	.646	8.104	.000	.154	6.499
TRAINING	.217	.081	.174	2.687	.009	.233	4.283
MOTIVATION	.150	.065	.183	2.300	.025	.154	6.482

a. Dependent Variable: PERFORMANCE

From the table above can be obtained VIF is less than 10 and a tolerance value is greater than 0.1 it can be concluded there are no symptoms multiko linieritas in this study.

C. Multiple Linear Regression

Table 7

ANOVA[b]

Model	Sum of Squares	df	Mean Square	F	Sig.
1 Regression	52.176	4	13.044	239.248	.000[a]
Residual	3.598	66	.055		
Total	55.775	70			

a. Predictors: (Constant), MOTIVATION, TRAINING, LEADERSHIP , DISCIPLNE

b.   Dependent   Variable:
PERFORMANCE

From the table above can be obtained value ANOVA F = 239.248, with p = 0.000 <0.05, it can be concluded that discipline, leadership, training, and motivation has a significant influence on employee performance.

Table 8

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.667^a	.647	.645	.23350

a. Predictors: (Constant), MOTIVATION, TRAINING, LEADERSHIP ,
DISCIPLNE

b. Dependent Variable: PERFORMANCE

From the table above can be obtained by the value of Adjusted R Square = 0.645. This value indicates that the influence of variable discipline, leadership, and training to employee performance amounted to 64.5% and the remaining 35.5% is influenced by other variables not included in this study.

Table 9

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	.120	.174		.692	.491
	DISCIPLINE	.007	.075	.007	.087	.031
	LEADERSHIP	.628	.078	.646	8.104	.000
	TRAINING	.217	.081	.174	2.687	.009
	MOTIVATION	.150	.065	.183	2.300	.025

a. Dependent Variable: PERFORMANCE

From the table above can be obtained by value (Bo) = 0.120 = 0.007 value B1, B2 = 0.628, and B3 = 0.217. With discipline variables $p = 0.031$, $p = 0.000$ leadership variables and training variables $p = 0.009$, and motivational variables $p = 0.025$. It can be concluded variable discipline, leadership, training, and motivation to have an influence on employee performance. Furthermore, the linear regression model as follows:

$Y = 0.120 + 0.007 (X1) + 0.628 (X2) + 0.217 (X3) + 0.150 (X4)$ wherein X1 is labor discipline, (X2) leadership, (X3) is training, and (X4) are motivation and Y is performance. Based on regression models, we can conclude that any additional work discipline of the unit it will affect 0,007 to performance. While each additional unit of 0.628 leadership will affect the performance and every addition one training unit will have an

effect on the performance of 0,217, and each addition one training unit will have an effect of 0.150 on the performance

4. Conclusion

From the data and information obtained in this study, either through a questionnaire / questionnaire through the data processing of primary and secondary data that have been distributed to the respondents and then processed and presented, and has been analyzed, then one can draw the following conclusions:

1. There is a disciplinary effect on the performance of the administrative staff in hospitals Abepura with p = 0.031
2. There is a leadership influence on the performance of the administrative staff in hospitals Abepura with p = 0.000
3. There is an effect of training on the performance of the administrative staff in hospitals Abepura with p = 0.009
4. There is a motivational influence on the performance of the administrative staff in hospitals Abepura with p = 0.025
5. Of the four independent variables leadership variable has a greater effect this is indicated by a coefficient of 0.628 while leadership training variable coefficient of 0.217, the coefficient of 0.150 and the motivation variable work discipline variable coefficient of 0.007.

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