



**International Journal of Education, Social Studies,
And Management (IJESSM)**

e-ISSN : 2775-4154

Volume 4, Issue 2, June 2024

The International Journal of Education, Social Studies, and Management (IJESSM) is published 3 times a year (**February, June, November**).

Focus : Education, Social, Economy, Management, And Culture.

LINK : <http://lppipublishing.com/index.php/ijessm>

Analysis of the Influence of Leadership Style on Employee Work Discipline at the Medan Tourism Academy

Arnedi

Politeknik Pariwisata Medan, Indonesia

ABSTRACT

Basically, a leader must have capabilities to influence his subordinates to follow him and to be in accordance with the vision of the organization that has been stated. The implementation of good leadership styles may give positive contribution to the increase of employees' work discipline. The good or bad leadership styles of a leader would affect the good or bad work discipline of employees who work under him. This study focuses on the problem of how leadership styles will affect work discipline of employees in Medan tourism academy. The purposes of the study are : 1) to determine and to analyse the impact of leadership styles on work discipline of employees in Medan tourism academy, 2) to determine and to analyse dominant variables which affect work discipline of employees in Akademi Pariwisata Medan. The hypothesis of the study is leadership styles affect work discipline of employees in Akademi Pariwisata Medan. There were 99 employees of Medan tourism academy considered as population. Using the Slovin formula, 50 samples were taken which were based upon the proportion of unit strata. The primary data were obtained through interviews and questionnaires, meanwhile the secondary data were obtained through the studies of documentation in the forms of official documents issued by Akademi Pariwisata Medan. The method of data analysis was descriptive statistical analysis using multiple linear regression. The results of the study showed that simultaneously the leadership styles (authoritarian, participatory, delegative) affect work discipline of employees in Medan tourism academy. The partial test showed that participatory style of leadership was significantly dominant influential on work discipline of employees in Medan tourism academy, followed by delegative style of leadership. However, authoritarian style of leadership was not significantly influential on work discipline of employees, in accordance with test results of coefficient value $t_{count} < t_{table}$.

Leadership Styles, Authoritarian, Participatory, Delegative, Work Discipline.

[10.52121/ijessm.v4i2.348](https://doi.org/10.52121/ijessm.v4i2.348)

arnediamir@yahoo.co.id

ARTICLE INFO

Article history:

Received
22 March 2024

Revised
27 April 2024

Accepted
25 May 2024

Keywords

Doi

**Corresponding
Author** 

INTRODUCTION

In the tourism activity chain, Human Resources (HR) hold a strategic potential and the most decisive role in ensuring the smooth and successful execution of tourism activities. Therefore, the demand for Human Resources should naturally be a primary concern for the Technical Implementation Unit (UPT) of Education and Training (Diklat) at the Ministry of Culture and Tourism. The Medan Tourism Academy (AKPAR) as the UPT Diklat in tourism functions as a higher education institution in the field of tourism to produce tourism HR that is capable of competing both nationally and internationally.

Thus, the active role of AKPAR Medan as an institution in the tourism sector is increasingly required to equip its students with knowledge and skills. The employees of AKPAR Medan, both teaching and non-teaching staff, as government officials are obliged to participate in enlightening the nation's life through education and training with full dedication and discipline. As emphasized in the General Guidelines of State Policy regarding government apparatus, it is stated that the development of the state apparatus is directed to improve the quality of the state apparatus so that they possess dedication, honesty, responsibility, discipline, justice, and authority, thereby being able to provide service and protection to the community according to the demands of the people's conscience. The utilization of the state apparatus continues to be enhanced, especially concerning the quality, efficiency of service and protection to the community, as well as the professional capability and welfare of the apparatus.

Based on initial research, the condition of employee indiscipline at AKPAR Medan concerning attendance can be seen in the following table:

Table 1.

Recapitulation of Employee Absences at AKPAR Medan in 2010

No	Month	Number of Employees	Number of working days	Number of Working Days for All Employees	Number of Absences	% Absence Information	Number of Employee Absences
1	January	103	20	2.060	30	1,46	5
2	February	103	19	1.957	34	1,74	7
3	March	103	22	2.266	40	1,77	10
4	April	103	21	2.163	29	1,34	5
5	May	103	19	1.957	36	1,84	8

6	June	103	22	2.266	43	1,90	11
7	July	103	22	2.266	54	2,38	15
8	August	103	21	2.163	83	3,84	20
9	September	103	21	2.163	82	3,79	20
10	October	103	22	2.266	75	3,31	18
11	November	103	21	2.163	60	2,77	16
12	December	103	22	2.266	46	2,03	12
	Amount	103	252	25.956	612		

RESEARCH METHOD

This type of research is descriptive quantitative. Nazir (2005) states that descriptive research is a method in researching the status of human groups, a thought, or a class of events in the present time, aiming to create a systematic, factual, and accurate description, depiction, or illustration of the facts, characteristics, and relationships between the phenomena being investigated.

Data Collection Techniques

The data collection techniques used are:

1. Interviews conducted with employees at the Medan Tourism Academy who are research respondents using unstructured or spontaneous interview methods as needed for the required information.
2. Questionnaires along with explanations if needed, provided to employees of the Medan Tourism Academy as research respondents.

Types and Sources of Data

The types and sources of data in this research are:

1. Primary Data obtained from the results of interviews and the distribution of questionnaires to the respondents being studied.
2. Secondary Data obtained from documentation studies in the form of official documents published by AKPAR Medan.

Data Analysis Methods

The data analysis technique used is descriptive statistical analysis, which is a statistic used to analyze data by describing or depicting the collected data as it is, without intending to make general conclusions or generalizations. Research conducted on a clear population will use descriptive statistics in its analysis. However, if the research is conducted on a sample, the analysis can use either descriptive or inferential statistics. Descriptive statistics can be used if the researcher only wants to describe the sample data and does not want to make conclusions applicable to the population from which the sample was taken (Sugiyono, 2007).

RESULT AND DISCUSSION

The Medan Tourism Academy (AKPAR) was first established under the name Balai Pendidikan dan Latihan Pariwisata (BPLP) Medan on October 29, 1991, and was inaugurated by the Minister of Tourism, Post, and Telecommunications at the time, Mr. Soesilo Sudarman, based on the Decree Number: KM.241/OT.001/PPT-91, dated August 18, 1991. Initially, BPLP Medan occupied the Ex-APDN Medan campus owned by the Regional Government of North Sumatra, located at Jalan Perintis Kemerdekaan No. 35, Medan.

On February 12, 1997, BPLP Medan's status was changed to Medan Tourism Academy (AKPAR Medan) in accordance with a decision issued by the Minister of Tourism, Post, and Telecommunications at the time, Mr. Joop Ave, under Decree Number: KM.26/OT.MPPT-97. Since February 5, 2001, AKPAR Medan has occupied its own new campus located at Jalan Rumah Sakit Haji No. 12, Medan.

AKPAR Medan aims to produce tourism human resources that are expected to compete nationally and internationally by providing Diploma III education focused on skills and expertise in tourism. In 2010, AKPAR Medan, in collaboration with STP Bandung, opened a Diploma IV Program for Hotel Administration Studies.

AKPAR Medan has undergone several leadership changes. Here are the names of the Directors of AKPAR Medan who have served:

1. Drs. Sumekto Djajanegara, MM. (1991 - 1998)
2. Drs. Amir Tanuamijaya (1998 - 2003)
3. Drs. Rinto Taufik Simbolon (2003 - 2005)
4. Drs. Renalmon Hutahaeon, MM. (2005 - February 2011)
5. Drs. Kosmas Harefa, M.Si. (August 2011 - present)

Organizational Structure and Job Descriptions of Medan Tourism Academy

The organizational structure of the Medan Tourism Academy based on the Statute can be seen in the following diagram: *Insert organizational structure diagram here*

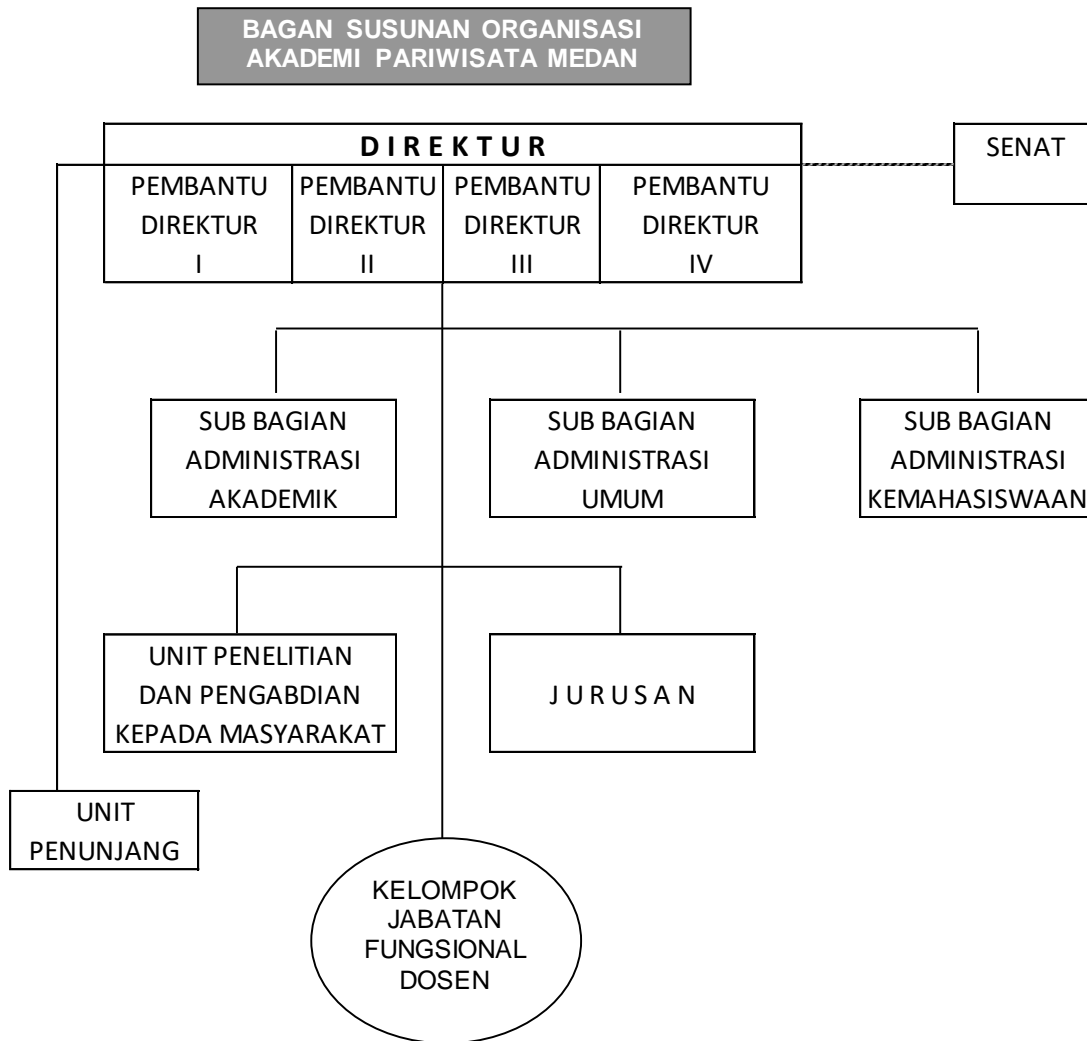


Figure 1.

**Organizational Structure Chart of AKPAR Medan (in Indonesian Language)
 Discussion**

The achievement of organizational goals largely depends on the leadership as the driving force in guiding, directing, and enhancing the morale and discipline of employees within a work unit. This can be achieved through the implementation of organizational regulations and exemplary behavior that can serve as a role model for subordinates. Here lies the importance of the role of an organizational leader in studying and understanding the extent of their influence in improving employee work discipline to achieve goals effectively and efficiently.

CONCLUSION

Based on the research findings and discussion, it can be concluded that leadership style influences the work discipline of employees at the Medan Tourism Academy with the following explanations:

Simultaneously (F-test results): The variables of authoritarian leadership style, participative leadership style, and delegative leadership style collectively influence the work discipline of employees at the Medan Tourism Academy. This means that the implementation of these leadership styles will affect the improvement of employee work discipline at the Medan Tourism Academy.

Partially (t-test results): The participative leadership style variable has the strongest influence on employee work discipline, followed by the delegative leadership style variable. Meanwhile, the authoritarian leadership style variable does not influence the work discipline of employees at the Medan Tourism Academy.

REFERENCES

- Anoraga, Pandji. 2004. *Manajemen Bisnis*. Cetakan Ketiga. Rineka Cipta. Jakarta.
- Anoraga, Panji & Widiyanti N. 1993. *Psikologi Dalam Perusahaan, Interaksi Sosial*. Rineka Karya. Jakarta.
- Arikunto, Suharsimi. 2002. *Prosedur Penelitian, Suatu Pendekatan Praktek*. Rhineka Cipta. Jakarta.
- Cushway, Barry and Lodge, Derek. 2004. *Organizational Behaviour and Design, Motivation and Reward*. Crest Publishing House. New Delhi India.
- Fathoni, Abdurrahmat. 2006. *Organisasi dan Manajemen Sumber Daya Manusia*. Cetakan Pertama. Rineka Cipta. Jakarta.
- Flippo, Edwin B. 2001. *Manajemen Personalia*. Edisi Keenam Jilid 2. Erlangga. Jakarta.
- Ghozali, Imam. 2005. *Aplikasi Analisis Multivariate Dengan Program SPSS*. Edisi Ketiga. Penerbit BP-Universitas Diponegoro. Semarang.
- Gibson, James L, Jhon M. Ivancevich dan James H. Donnelly Jr. 1999. *Organisasi dan Manajemen : Perilaku, Struktur dan Proses*. Diterjemahkan oleh : Djoerban Wahid. Erlangga. Jakarta.
- Handoko, T. Hani. 2003. *Manajemen*. Edisi Kedua. Liberty. Yogyakarta.
- Hasibuan, Malayu SP. 2005. *Manajemen Sumber Daya Manusia*. Edisi Revisi. Bumi Aksara. Jakarta.
- Heidjrachman dan Husnan, Suad. 2002. *Manajemen Personalia*. BPFE. Yogyakarta.
- Hersey, P & Blanchard, K. 2004. *Manajemen Perilaku Organisasi*. Erlangga. Jakarta.
- Herujito, Yayat M. 2001. *Dasar – dasar Manajemen*. PT Graznido. Jakarta.
- Moekijat. 2002. *Manajemen Sumber Daya Manusia : Manajemen Kepegawaian*. Mandar Maju. Jakarta.

Copyright Holder :

© Arnedi (2024).

First Publication Right :

© International Journal of Education, Social Studies,
and Management (IJESSM) This article

