

Analysis of the Influence of Leadership style, Supervision, and Work Environment on the Work Discipline of Internship Students (Study in the Inpatient Room of BPJS Patients at Royal Prima Hospital Medan)

Tao Yan

Master of Management

Faculty of Economics, Prima University

Indonesia



Abstract— Good human resource management will provide progress for the company, especially in the face of ever-changing and evolving situations and conditions. 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. The quantitative research method research approach was carried out in the BPJS Patient Inpatient Room, Royal Prima Hospital Medan, in February 2022. The population in this study was 46 people, with a sample determination technique using saturated sampling. The data collection technique uses a questionnaire inputted in a google form. Data analysis uses multiple regression analysis models, coefficient of determination (R^2), F test (simultaneous testing), and t-test (partial testing). The results of the study there is an influence of leadership style on work discipline, partial test results (t-test) where the calculated value of $> t$ -table ($5.266 > 2.01$) and significance value $0.002 < 0.05$. There is an influence of supervision on work discipline, from the results of partial tests (t-test) where the t-count value $> t$ -table ($4.302 > 2.01$) and the significance value is $0.010 < 0.05$. There is an influence of supervision on work discipline, partial test results (t-test) where the t-count value $> t$ -table ($4.785 > 2.01$) and a significance value of $0.008 < 0.05$. The results of the Coefficient of Determination Test obtained a squared value of R of 0.645 this means that 64.5% of the variations in the dependent variables worked in the discipline of intern students in the Patient Inpatient Room of BPJS Royal Prima Medan Hospital which can be explained by variations in independent variables Leadership style, Supervision and Work Environment of the remaining 35.5% (100%-64.5%) explained by other variables that were not studied in this study, such as compensation, wages, and motivation. In conclusion, partial and simultaneous test results variables Leadership style (X1), Supervision (X2), and Work Environment (X3) affect the Work Discipline (Y) of interns in the Patient Inpatient Room of BPJS Royal Prima Hospital Medan.

Keywords— *leadership style, supervision, work environment, work discipline*

I. INTRODUCTION

Resources in an organization are an important element that must be prioritized to be able to achieve the goals of an organization. Human resources are one of the very important factors because the quality of the organization depends on the quality of human resources owned. 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 (1);

(2). With supervision, the planning expected by management can be fulfilled and run well (3). Supervision can also detect the extent to which leadership policies are carried out and to the extent of deviations that occur in the implementation of work by employees (4); (5). With a tenacious Leadership style and a consistent Supervision system, it will certainly increase employee work discipline at work.

Work discipline is an attitude that is very much needed by everyone to improve Work Discipline to achieve the company's goals the application of discipline for employees is expected to improve employee Work Discipline in addition to that it needs to be supported by a good Work Environment, namely Work Environment which can support the smooth security of hygiene safety and comfort at work and the existence of adequate facilities so that employees feel safe and happy in carrying out the duties charged and being his responsibility (6). 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 Internship Students (Study in the Inpatient Room of BPJS Patients at Royal Prima Hospital Medan).

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 by what has been set. Control or supervision is a function in functional management that must be carried out by each leader of all units/work units towards the implementation of work or employees who carry out their respective main duties. The Work Environment is one of the important factors in creating employee performance. Because the work environment has a direct influence on employees in completing work which will ultimately improve organizational performance. A Work Environment condition is said to be good if employees can carry out activities optimally, healthily, safely, and comfortably. Therefore, the determination and creation of a good Work Environment will largely determine the success of achieving the goals of the organization. On the other hand, if the Work Environment is not good, it will be able to reduce motivation and morale and eventually can reduce employee performance (7). Work discipline is a tool that managers use to change behavior and as an effort to increase one's awareness and willingness to wait for all applicable regulations and social norms (8); (9).

III. RESEARCH METHODS

The research approach used in this study is a quantitative research method. The research was conducted in the BPJS Patient Inpatient Room, Royal Prima Hospital Medan, in February 2022. The population to be used in this study is 46 people, with a sample determination technique using saturated sampling. The data collection technique uses a questionnaire that is inputted in the google form. The validity test compares the r-count value with the r-table for the degree of freedom = n- k, in alpha 0.05. Reliability test with Cronbach Alpha statistical test > 0.70.

TABLE I. VARIABLE INSTRUMENT RELIABILITY TEST RESULTS

Variable	Cronbach's Alpha	No of Items	Information
Variable Leadership style (X1)	0.902	10	Reliable
Variable Supervision (X2)	0.889	10	Reliable
Variable Work Environment (X3)	0.876	10	Reliable
Variable Work Discipline (Z)	0.844	10	Reliable

Source: Research Results, 2022 (Data processed)

Based on Table 1, the reliability value of each instrument from the Variables of Supervision, Work Discipline, and Leadership style is greater than 0.46 and it can be concluded that all variables are reliable. Data analysis using multiple regression analysis models ($Y = a+b_1X_1+b_2X_2+b_3X_3+ e$), coefficient of determination (R^2), F test (simultaneous testing), and t-test (partial testing).

IV. RESULTS AND DISCUSSION

TABLE II. DESCRIPTIVE STATISTICAL ANALYSIS

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
Leadership style	46	17.00	42.00	34.22	8.66
Supervision	46	16.00	36.00	29.54	9.01
Work Environment	46	19.00	41.00	30.22	8.02

Source: Research Results, 2022 (Data processed)

From Table 2. 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 (X) variable with a sample of 46 respondents had an average of 34.22 minimum values of 17.00, and a maximum of 42.00 with a standard deviation of 8.66. The Supervision (Z) variable with a sample of 46 respondents had an average of 29.54, a minimum value of 16.00, and a maximum of 36.00 with a standard deviation of 9.01. The Work Environment (X3) variable with a sample of 46 respondents had an average of 30.22, a minimum value of 19.00, and a maximum of 41.00 with a standard deviation of 8.02. The Work Discipline Variable (Y) with a sample of 46 respondents had an average of 31.32, a minimum value of 17.00, and a maximum of 31.32 with a standard deviation of 8.12.

TABLE III. MULTIPLE LINEAR ANALYSIS

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	5.215	1.902		1.277	.022
Leadership style	.552	.122	.442	5.244	.000
Supervision	.542	.114	.322	3.336	.006
Work Environment	.522	.112	.345	3.086	.008

Source: Research Results, 2022 (Data processed)

The meaning of the multiple linear regression equation above is:

1. Constant of 5,215 states that if the leadership style of supervision and work environment does not exist or is constant, then the work discipline of interns in the Inpatient Room of BPJS Patients at Royal Prima Hospital Medan is 5,215 units.
2. Regression coefficient Leadership style of 0.552 and positive value, this states that every increase in leadership style 1 unit will increase the Work Discipline of interns in the BPJS Patient Inpatient Room of Royal Prima Hospital Medan
3. The Supervision regression coefficient of 0.542 and positive value, states that every increase in Supervision 1 unit will increase the Work Discipline of interns in the BPJS Patient Inpatient Room of Royal Prima Hospital Medan.
4. The regression coefficient of the Work Environment is 0.522 and has a positive value, this states that every increase in the Work Environment of 1 unit will increase the Work Discipline of interns in the BPJS Patient Inpatient Room of Royal Prima Hospital Medan.

TABLE IV. COEFFICIENT OF DETERMINATION TEST

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.772 ^a	.645	.645	3.22567

Source: Research Results, 2022 (Data processed)

The results of the Coefficient of Determination Test obtained an Adjusted R square value of 0.645 this means that 64.5% of the variation in dependent variables work discipline interns in the Patient Inpatient Room of BPJS Royal Prima Hospital Medan which can be explained by the variations in independent variables Leadership style, Supervision and Work Environment of the remaining 35.5% (100%-64.5%) explained by other variables that were not studied in this study, such as compensation, wages and motivation.

The F test is used to show whether all independent variables entered in the model have a joint influence on the dependent variables.

TABLE V. SIMULTANEOUS TEST (F TEST)

ANOVA^a

Model	Sum of Squares	df	Mean Square	F	Sig.
Regression	2443.141	2	1208.514	52.029	.012 ^b
Residual	2256.126	46	.644		
Total	2078.544	46			
	2445.233	46			

Source: Research Results, 2022 (Data processed)

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

$df2 = n-k = 46-3 = 43$, where n is: the number of samples can be seen from the 43rd row, the 3rd column. F table according to table F is 2.83.

From the table above it can be seen that the calculated F value is 56,443 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 Fhitung (56,443) > Ftable (2.83), then H4 is accepted which means that the variables leadership style, supervision and work environment affect the work discipline of interns in the Patient Inpatient Room of BPJS Royal Prima Hospital Medan.

TABLE VI. PARTIAL TEST (T TEST)

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	5.267	2.756		2.282	.021
Leadership style	.644	.067	.509	5.266	.002
Supervision	.451	.053	.412	4.302	.010
Work Environment	.409	.050	.404	4.785	.008

Source: Research Results, 2022 (Data processed)

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. $df = 46 - 3 = 43$. The calculation test carried out is:

Two-way test then the t -table used is $t_{5\%}$ or $t_{0.05}(43) = 2.01$. From the results of the t -test above, it can be concluded that for the leadership style variable, t count (5.266) $>$ t -table (2.01) and probability value (0.002) $<$ 0.05 then H_1 is accepted means there is an influence of leadership style on Work Discipline. Then for the Supervision variable, a calculation (4.302) is obtained $>$ t -table (1.66) and a probability value (0.010) $<$ 0.05 , then H_2 is accepted means there is an influence of Supervision on Work Discipline. For the Work Environment variable, a calculation ($4,785$) $>$ t -table (2.01) and a probability value (0.008) $<$ 0.05 , then H_3 has accepted means that there is an influence of Supervision on Work Discipline.

The Influence of Leadership Style on Work Discipline

The results of the research conducted by researchers prove that there is an influence of leadership style on the work discipline of internship students in the BPJS Patient Inpatient Room at Royal Prima Hospital Medan. In line with the first hypothesis (H_1). This can be seen from the results of the partial test (t -test) where the calculated value of the $>$ t -table ($5.266 > 2.01$) and the significance value of $0.002 < 0.05$. So that the results of the study rejected H_0 and accepted H_a .

The results of Rosalina's research (2020), use two models. In the first research model, the influence of Leadership Style on Work Discipline has a regression coefficient value of 0.312 meaning that when the Leadership Style increases (increases by 1) then Work Discipline will increase by 0.312 . Vice versa, if the Leadership Style decreases (decreases) then Work Discipline will also decrease. In the second research model, Leadership Style has no effect when compared to Work Discipline, with a regression coefficient of -0.091 while Work Discipline on Employee Work Discipline has a very large effect of 0.793 . This means that when Work Discipline increases (increases) then Employee Work Discipline also increases. 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 significance $\alpha = 0.05$ (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. The results of this study support the first hypothesis, where there is a positive and significant influence between leadership styles on work discipline. This result shows that with a better the leadership style, the employee's work discipline at work will increase (10).

Supported by several previous studies that stated leadership styles toward work discipline documented by Tintami et al (2013), Muthi and Djuwita (2019) showed that leadership styles have a significant positive effect on work discipline (11); (12). The leader has a responsibility both morally and spiritually to the ability of the work activity of the organization he leads. Thus, being the leader is not easy and not everyone can carry out his leadership (13); (14). Leadership is a way or technique of influencing the behavior of others both individuals and groups (15); (16).

The Effect of Supervision on Work Discipline

The results of the research conducted by researchers prove that there is an influence of supervision on the work discipline of interns in the Inpatient Room of BPJS Patients at Royal Prima Hospital Medan. In line with the first hypothesis (H_2). This can be seen from the results of the partial test (t -test) where the t -count value $>$ the t -table ($4.302 > 2.01$) and the significance value of $0.010 < 0.05$ so that the research results rejected H_0 to accept H_a .

The results of this study are supported by the research of Andhika (2018), which states that the results of the partial test can be seen that the organizational commitment variable (X_1) has a calculated t value of $2.447 >$ a table t value of 1.682 with a sig value. $.018$ and the surveillance variable (X_2) have a calculated t value of $3.661 >$ a table t value of 1.682 with a sig 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 (4).

Supported by research by M.Basri (2015), which states 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. From the calculations obtained that leadership and supervision affect labor discipline. The most dominant variable

that affects work discipline is the supervision variable (17). Supervision is the process of establishing performance measures and taking actions that can support the achievement of expected results in accordance with predetermined performance (4); (18).

The Effect of the Work Environment on Work Discipline

The results of the research conducted by researchers prove that there is an influence of supervision on the work discipline of interns in the Inpatient Room of BPJS Patients at Royal Prima Hospital Medan. 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 ($4,785 > 2.01$) and the significance value of $0.008 < 0.05$ so that the research results rejected H_0 accepting H_a .

The results of this study are supported by permana research (2015), which states that free variables, namely Quality of Work Life (X1), Physical Work Environment (X2) and Non-Physical Work Environment (X3) have a significant influence on work discipline partially. The work environment is an atmosphere where employees carry out activities every day. A conducive work environment allows employees to be able to work optimally. The work environment is a condition of everything around the employee's workplace that is able to influence himself in carrying out his work (19).

Supported by research by Sugiyatmi (2019), where from the results of the study obtained a calculated t value X_2 ($2.061 > t$ table (2.04), then H_0 was accepted and H_a was rejected the conclusion that work environment variables have a positive and significant effect on employee work discipline (20). According to the author's assumptions, with 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 him in carrying out the tasks carried out (21); (22).

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 the leadership style partially has a positive and significant effect on the Work Discipline of interns in the BPJS Patient Inpatient Room of Royal Prima Hospital Medan.
2. Partial testing of the results shows that supervision partially has a positive and significant effect on the Work Discipline of interns in the Inpatient Room of BPJS Patients at Royal Prima Hospital Medan.
3. Partial testing of the results shows that the Work Environment partially has a positive and significant effect on the Work Discipline of interns in the BPJS Patient Inpatient Room of Royal Prima Hospital Medan.
4. Simultaneous testing of results shows that leadership style, supervision and work environment simultaneously have a positive and significant effect on the work discipline of medical personnel in the IGD Room of Royal Prima Hospital Medan.

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