



Analysis of Government Agency Leadership : How does The Effect on Employee Discipline?

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Abstract. Employee discipline refers to attitudes and behaviors that are in accordance with the rules, policies, and procedures that have been established by the organization. Research This discusses the analysis of leadership in agency government And How it affects disciplined employees. Purpose study: To identify the effect of discipline on employees as a consequence of the implementation of leadership by agency government. Theory Adair about role leadership And Rivai Veitzhal discipline employee become knife analysis research conducted at the Cangkuang Village Office, Babakan District, Cirebon Regency. Research This approach is qualitative with design studies case. Locus research at Cangkuang Village Office, Babakan District, Cirebon Regency with take research data through observation, study documentation, And method interviews with the Head of Village Office, Secretary of Village Office, and Employee of Cangkuang Village, Babakan District, Cirebon Regency. Research results show that leadership in agency government is run by the Head Village through the planning, initiating, controlling, supporting, informing, and evaluating indicators. However, in its implementation, violations of disciplined employees in the form of unexpected arrivals at appropriate times were still found, and the fulfillment performance of the employee was hampered because online services sometimes find constraints at the level center. Based on the condition above, there is function supervision for the leader who has not walked in the Village Office coconut shell Cirebon Regency, and the indicators are Not listed in the theory used in the research. However, in reality, they play a role in the enforcement of discipline, as do employees at the Village Office Cangkuang Cirebon Regency.

Keywords: Public Leadership; Local Institutions Government; Employee Discipline; Supervision Leader

INTRODUCTION

Government agency leadership involves leading and managing resources within a government organization to achieve the organization's goals and missions while providing the best service to the community. This leadership is very important in the context of government because appropriate and effective decision-making can affect people's lives, improve the quality of public services, and encourage social and economic development. In general, leadership in government agencies has several different characteristics and challenges compared to leadership in the private sector.

Leaders of government agencies are accountable to the public or society, which means that decisions taken must pay attention to the public interest and welfare of society. Decisions made are not only based on efficiency and profit factors, but also focus on social justice, transparency, and accountability. From the side procedure bureaucracy, government agencies work within a bureaucratic framework that has strict procedures and rules. Leaders must be able to manage and lead organizations within the framework of existing regulations and provisions, while ensuring that bureaucracy does not hinder efficient public services. Government agency leaders need to have a clear vision regarding the direction of public policy to be implemented. This vision must be in line with national and regional development planning, and focus on solving social and economic problems faced by the community. Government leadership requires cooperation between various parties, both inside and outside the agency. Collaboration with other government agencies, the private sector, the community, and international organizations is the key to achieving greater common goals.

Government agency leaders must be able to ensure that the management of state finances and public resources is carried out properly and can be accounted for. The public has the right to know how public funds are used and how policies and programs are implemented. Transformational leadership in government agencies means that leaders must bring about positive changes in the structure and culture of government organizations. This includes empowering civil servants, improving the quality of public services, and implementing technology to increase efficiency and effectiveness. Leaders in government agencies must also have good managerial skills to manage budgets, human resources, and agency operations efficiently. These skills also include planning, organizing, supervising, and evaluating work programs.

Leadership in government agencies must be based on integrity, honesty, public ethics, and professionalism. A good leader must be able to be a role model in terms of ethics and maintain the reputation of the government agency. Government agencies often face crises, such as natural disasters, economic crises, or social problems. A good leader needs to have the ability to respond and manage crises quickly, appropriately, and effectively while maintaining good communication with the public. Government agency leaders need to pay attention to human resource (HR) development to ensure the quality and performance of government employees. This includes training, career development, and a work environment supporting innovation and high performance.

Based on the urgency of the role of a leader in an organization, including the public, the researcher is interested in taking a title analysis of leadership in agency government And How it affects the discipline of the employee who will be conducted at the Village Office Cangkuang, Cirebon Regency.

LITERATURE REVIEWS

Analysis role leadership in government agencies put forward by (Adai r: 2008) as a planner, initiator, controller, supporter, informant, and evaluator. Leaders plan aims or objectives to be achieved by employees and become a framework for making ideal decisions. Leader as initiator, running role in giving briefing employees regarding the targets and plans to be implemented by the public organization, explaining the reasons why the public organization sets targets or goals that are important to achieve, dividing and distributing tasks to employees, setting performance standards for employees within the public organization.

Leaders as controllers play a role in maintaining a connection between employees in public organizations, influence the tempo of various programs and activities taking place in public organizations, ensure all actions are taken to achieve the goals of public organizations, maintain the relevance of discussions for the development of public organizations, and encourage employees to provide suggestions related to the development of public organizations. Its role as a supporter is to provide support to employees to develop public organizations, provide encouragement to employees in public organizations, create superior teams consisting of employees who are able to work quickly and accurately, And resolve disputes or ask parties to resolve all existing and emerging problems within the public organization environment. A leader is a giver of information, behaving in a manner that clarifies the tasks and plans of the public organization to all elements of human resources in the public organization, providing accurate information for employees in the public organization and receiving information from employees and making summaries or proposals and ideas in the form of rational information. Role as Evaluator: The leader evaluates the feasibility of ideas generated by employees, tests the consequences and solutions proposed, evaluates employee performance, helping groups evaluate their performance based on standards applicable in public organizations.

Discipline According to (Siagian: 2016), Discipline is a management action to encourage members of the organization to meet the demands of various provisions. In other words, employee discipline is a form of training that seeks to improve and shape employee

knowledge, attitudes, and behavior so that employees voluntarily try to work cooperatively with other employees and improve their work performance. (Hasibuan : 444) states that work discipline is the awareness and willingness of a person to obey all applicable regulations and social norms. Awareness is the attitude of a person who voluntarily obeys all laws and is aware of his duties and responsibilities; willingness is an attitude and behavior in implementing written and unwritten company regulations. This means that without the support of good employee work discipline, it is difficult for the organization to realize its goals. So, discipline is the key to the success of an organization in achieving its goals.

Another opinion regarding discipline is put forward by, (Veithzal Rivai: 2005), which explains that work discipline has several indicators. The first indicator, attendance, is a basic indicator for measuring discipline, and usually, employees who have discipline Work low are used to be late for work. Compliance with work regulations. An obedient employee on regulation Work No will give birth to procedure Work And will always follow guidelines work set by the company. Compliance with work standards: This can be seen through the magnitude of not being quite enough to answer employees regarding the tasks entrusted to them. High level of alertness: Employees have vigilance and will always be careful, fully calculating and accurate at work, and always use something in a way that is effective and efficient.

METHODS

The study about the Analysis of Leadership of Government Agencies (How it Affects Employee Discipline) uses an approach with a design study case. The qualitative approach was chosen to understand the experience of leadership agency government in depth (Mertens: 2009). At the same time, design studies cases were used to study One agency government concerning disciplined employees. The population on research is agency government region Cirebon Regency, with sample use technique purposive sampling, namely the Head of Cangkuang Village Office, Babakan District, Cirebon Regency, Secretary of Cangkuang Village Office, Babakan District, Cirebon Regency , and The Cangkuang The Village The Employee The, The Babakan The District The, Cirebon Regency. Data collection was carried out through interviews, study documentation, And observation. Analysis Qualitative analysis was used to identify themes and patterns from the interview data and discussion. Then, data triangulation was used to merge data from various sources to increase the validity and reliability of the study's results.

Stages Furthermore, the researcher compiles a conclusion based on the analysis of the results And gives recommendations For repair practices to be more leadership effective. Research This is done by considering ethics, including obtaining permission from an informant, guarding data confidentiality, and avoiding conflict of interest. Methodology study This is designed To give a comprehensive understanding of leadership in agency government. A holistic approach to study This expectation can give useful insights for leader agency government in increasing disciplined employees.

DISCUSSION

Public leadership has a dominant role in employee discipline in government agencies. Employee discipline is one of the key factors in the effectiveness and efficiency of public service delivery. Good leadership can create a productive and performance-oriented work environment, while poor leadership can cause problems in terms of employee discipline, motivation, and performance.

Leaders who act as role models (*leading by example*) has a direct impact on employee discipline. If a leader consistently enforces rules and demonstrates a high work ethic, employees tend to follow that behavior. Conversely, leaders who do not demonstrate discipline, such as coming to the office late or not following procedures, can create a culture of loose work and lack of discipline among employees.

Leaders who prioritize transparency in decision-making and agency management will increase the sense of fairness among employees. When employees feel that they are being treated fairly, they are more likely to follow the organization's rules and procedures, increasing their discipline. A communicative leader can ensure that all employees clearly understand their roles and responsibilities, as well as the desired expectations regarding discipline and performance. When employees know what is expected of them, they are more likely to follow the rules and carry out tasks with discipline. Leaders who provide regular feedback on employee performance, both positive and constructive, help them improve their behavior and increase discipline. Good feedback shows employees that leadership cares about their performance and is ready to provide support.

Leaders who can quickly and adaptively resolve issues without compromising the organization's principles or values can maintain high levels of discipline. When employees see that leaders can manage challenges without lowering disciplinary standards, they will feel more compelled to follow the standards set. Leadership that values diversity and manages individual

differences within a team tends to create an inclusive work environment, which in turn affects employee discipline. Leaders who understand employees' various needs and motivations can create a climate that supports discipline because employees feel appreciated and are more motivated to work according to expectations. Firm leadership in enforcing rules and policies can create awareness of the importance of discipline among employees. When leaders consistently sanction violators and reward achievers, employees will be more motivated to maintain discipline.

One of the leading causes of low employee discipline is the perception of injustice in the organization. Fair and impartial leadership in enforcing discipline is essential to creating a healthy work environment. When employees see that everyone is treated equally and there are consequences for every violation, they tend to obey the rules and maintain work discipline. Leaders who can inspire and motivate employees to work well and obey the rules indirectly encourage discipline. Motivational leadership helps employees feel appreciated and gives them a sense of responsibility for their work, strengthening discipline. Leaders who empower employees by allowing them to make decisions or take responsibility for certain projects will increase their sense of involvement and discipline. When employees feel they have an important role in the organization, they will tend to demonstrate higher discipline.

Through interview sessions with the informant Head Village Cangkuang Cirebon Regency, indicator leadership as a planner, initiator, controller, supporter, informant, and evaluator has been implemented as a consequence of the attached position to him as Head Village. Activities planning is done through meeting coordination in a way that is routine in terms of time daily, weekly, monthly, or even incidentally in accordance with needs. It discussed arrangement performance and discipline of employees, as seen from the use of working hours, service to the public, and the output of work produced. Head The village has also operated role as an initiator discipline employees, becoming a role model in matters of the appropriate time to place Work And still doing supervision work moment service outside the office.

System control has been walking in the Village Office, one of them through supervision direct and system bottom-up reporting. The Head Village has provided power support, channel information, and evaluation to perfect the performance of system employees who work through apparatus Village Cangkuang.

From the interview session with the Secretary Village Office Service Cangkuang Cirebon Regency can know that although the Head Village as the Office leadership has

operated its function as a planner, initiator, controller, supporter, informant, and evaluator in the field, Still found violation discipline by employees. There are a number of conditions employee No can found in place during working hours and work output that is not in accordance with target and appropriate target that has been planned.

On another opportunity, researchers interviewed Village Office Employee Cangkuang Cirebon Regency together, who stated that one of the reasons for indiscipline is that it still happens and is found in routine jobs. However, no matter what happens No Because a leader who does not plan as well as weakness supervision. This happens solely because one of the systems hinders service employees in supporting the smooth fulfillment of targets in working. System service is centralized at the moment. This walk online causes a number of work to be obstructed.

As for other highlighted disciplines, one is the delay in employees coming to place background work due to personal interests and needs, each of which is a current employee incident. There is an outside needs office. Viewed from this, the researcher caught information that the leader is not yet optimal in doing supervision and more motivation deep on employees in the Village Office environment Cangkuang Cirebon Regency.

Leaders who care about employees' physical and mental well-being tend to create a more productive and disciplined work environment. Leaders who support work-life *balance*) can help employees feel happier and more motivated, which will contribute to their discipline at work. Leadership that pays attention to managing employee stress and workload also positively impacts discipline. If employees feel that their workload is not excessive and they receive sufficient support from their leaders, they will be more motivated to complete tasks with discipline. Leaders who set clear and measurable goals for employees and conduct regular performance evaluations can improve discipline. When employees know their performance will be evaluated, they tend to be more disciplined in carrying out their duties. Leadership that rewards employees with good discipline and performance and provides clear and firm sanctions for violators can encourage employees to maintain discipline. A fair and transparent reward and sanction system will make employees feel appreciated and know what is expected of them. Based on the condition above, there is function supervision for the leader who has not walked in the Village Office coconut shell Cirebon Regency, and the indicators are Not listed in the theory used in the research. However, in reality, they enforce discipline, as do employees at the Village Office Cangkuang Cirebon Regency .

CONCLUSION

The conclusion that can be drawn from the study is that the leadership of the agency government, namely the Village Office Canguang Cirebon Regency, has been run by the Head Village through the indicators of planners, initiators, controllers, supporters, informants, and evaluators. However, in its implementation, violations of disciplined employees in the form of unexpected arrivals at appropriate times were still found, and the fulfillment performance of the employee was hampered because online services sometimes find constraints at the level center. Based on the condition above, there is function supervision for the leader who has not walked in the Village Office coconut shell Cirebon Regency, and the indicators are Not listed in the theory used in the research. However, in reality, they play a role in the enforcement of discipline, employees at the Village Office Canguang Cirebon Regency .

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