

## **The Influence of Women Leadership, Reward and Punishment on Employee Work Discipline Pt Baling - Baling Bambu**



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**ABSTRACT:** This study aims to determine the effect of Women's Leadership, Reward and Punishment on Employee Work Discipline of PT Baling - Baling Bambu. The research population in this study were all employees of PT Baling - Baling Bambu, while the sample of this study were 44 employees. This type of research is associative research. Data processing in this study using SPSS 2.6 for Windows, where validity test, reliability test, classical assumption test, f test, significance test (t test), coefficient of determination test (R2) and multiple linear regression test are carried out. based on the results of the analysis, all variables partially affect which Women, Reward and Punishment on Work Discipline of Employees of PT Baling - Baling Bambu. Based on this, it is recommended that PT Baling - Baling Bambu can improve Women's Leadership, Reward and Punishment to increase employee comfort and satisfaction resulting in Employee Work Discipline of PT Baling - Baling Bambu.

**KEYWORDS:** Women Leadership, Reward Dan Punishment, Work Discipline

### **INTRODUCTION**

Human resources (HR) is one of the factors that determine the success of a company or organization. Human resources themselves are all humans (employees) involved in a company or organization in seeking the realization of the company's goals or ideals. Employees are the driving force and have an important role for the company or organization where they work. The existence of human resources in a company plays a very important role. The potential of human resources within the company must be utilized properly in order to be able to provide maximum results. Leaders in a company or organization are usually dominated by men. Actually being a leader there is no one must be male or female, because no matter how great a man leads, he must have shortcomings, as well as female leaders must not escape shortcomings. The development of thinking for women from year to year has experienced a significant development with the current era. This can be seen from the increasing number of women who participate in politics and organizations that can represent women in various types of community activities. Apart from leadership, one of the factors that influence employee work discipline is Reward and Punishment. According to Sastrohadiwiry (2009) Reward is a reward given by the company to the workforce, because the workforce has contributed energy and thoughts for the progress of the company in order to achieve the set goals. Meanwhile, according to Simamora (2013: 514), Reward is an incentive that links pay on the basis of being able to increase the productivity of employees in order to achieve competitive advantage. The results of Astuti's research (2020) show that Reward has a significant effect on the work discipline of employees of PT Valve Automation Indonesia. Meanwhile, research conducted by Sholikul (2018) found that Reward has no significant effect on the work discipline of employees of PT. Lamongan Marine Industry. Apart from Reward, another factor that increases employee work discipline is Punishment form if employees violate the rules set by the company or organization. According to Mangkunegara (2013). Punishment is a threat of punishment aimed at correcting employees who commit violations, maintaining applicable regulations and teaching lessons to violators. Meanwhile, according to Sudirman (in Astuti et al, 2019) defines Punishment as one of the negative consequences given to someone appropriately and wisely based on the principles of punishment.

This research was conducted at PT Baling - Baling Bambu in Mataram City which is one of the many companies in the industrialization of animal feed and boiler chicken. In addition to providing animal feed, PT Baling - Baling Bambu also makes and provides medicines in collaboration with various companies in various parts of Indonesia. To supply the need for medicines and supply medicines that cannot be produced alone. Besides that, there is also a partnership profit sharing system between boiler chicken farmers and PT. Baling - Baling Bambu, in the profit sharing system the profit sharing is clearly stated in the basic price provisions upon agreement of both parties. rules that apply in the company regarding the provision of warning letters (SP) for

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employees of PDAM Tirta Ardhia Rinjani Central Lombok Regency. If employees violate the rules set by the company, they will be given a penalty in the form of not getting incentives for 3 months, then a written warning from the central government for periodic salary delays, demotion to termination of employment with the company. Based on the background of the problems, phenomena and data that have been described, the authors intend to conduct research with the title "THE INFLUENCE OF WOMAN LEADERSHIP, REWARD AND PUNISHMENT ON EMPLOYEE WORK DISCIPLINE PT. BALING - BALING BAMBU".

### **THE INFLUENCE OF FEMALE LEADERSHIP, REWARD AND PUNISHMENT ON EMPLOYEE DISCIPLINE PT. BALING-BALING BAMBU**

The influence of female leadership, reward and punishment on the work discipline of employees of PT Baling-baling Bambu. In working in a company, the discipline factor is one of the considerations of a company. Employees who are not good at performance. So it is necessary. Previous research conducted by Srihasnita et al., (2018) on Analyzing the Effect of Women's Leadership Style, Reward and Punishment on the Work Discipline of Lecturers and Employees of XX University in Padang City the results of the study were positive and significant. Therefore, this research conducts more research to find out more about the influence of female leadership, reward and punishment on the work discipline of employees of PT Baling Bambu.

### **LITERATURE REVIEW AND HYPOTHESIS FORMULATION**

#### **A. Women Leadership**

The role of women in social life in development is not only as a process of development, but also as a strong structured foundation. The struggle for the figure of R.A. Kartini can be felt with the movement for women's emancipation. In line with the emancipation movement and the gender equality movement, which essentially seeks to demand equal rights for women in various fields of life, step by step there has been a shift in the perception of the figure of women. They are no longer seen as weak figures who are always in the back line, but they can appear at the forefront as successful leaders in various sectors of life, which have been dominated by men. Women have the same ability to be in the top position in a career, "In fact, in various organizations today, when the hard and rigid leadership style is no longer suitable for employees, women's comprehensive leadership style and other positive values make them more suitable for the top position. Women can become leaders if they are educated in a different way and do not merely consider themselves as women but as part of fellow human beings. Rivai and Sagala (in Wismora and Mucthar, 2014) explain that leadership is the process of influencing in determining organizational goals, motivating follower behavior to achieve goals, influencing to improve follower culture, and the process of directing into positive activities that have to do with work in the organization. According to Robbins (in Wismora and Mucthar, 2014) leadership is the ability to influence a group for goal achievement. The form of influence can be formal such as the managerial level in an organization because management positions consist of levels that usually describe authority. For now, there are many leaders from women and often take part in activities or politics. According to Nurkolis (2003) Leadership is the process of influencing or setting an example by the leader to his followers in an effort to achieve organizational goals Furthermore, another definition, which is quite simple, is proposed by Mullins (2005) leadership is a relationship through which one person influences the behavior or actions of other people. Mullins' definition emphasizes the concept of "relationship" through which a person influences the behavior or actions of others. Leadership in this definition can apply in formal, informal, or non-formal organizations. As long as a group is formed, then leadership is present to direct the group (Fitriani, 2015).

#### **B. Reward**

Reward in the Indonesian dictionary is defined as rewards and prizes, wages and rewards, rewarding and rewarding. Reward in education is to reward, give gifts to children for their numbers or achievements ... Reward is a reflexive educational tool that is fun and arouses or encourages children to do something better, especially lazy children. Rewards are given to children who have achievements in education, have kerajina and good behavior so that they can be used as role models for their friends. (Jurnal et al., 2006)

According to Sastrohadiwiryo (2009) Reward is a reward for services provided by the company to labor, because labor has contributed energy and thoughts for the progress of the company in order to achieve the goals set. According to Mahmudin (2013: 181) Reward is an award given to those who work beyond predetermined standards. Reward is defined as research that is positive towards employees. Reward is a reward, gift, appreciation or reward that aims to make someone become even more active in their efforts to improve or improve the performance that has been achieved. According to Henri Simamora (2004: 514) Reward is an incentive that links pay on the basis of being able to increase the productivity of employees in order to achieve competitive advantage. With the opinion of the experts above, it can be concluded that giving Reward is intended as an encouragement so that employees want to work better so that they can improve employee performance. (Koencoro et al., 2017)

### **C. Punishment**

A punishment is a penalty given to a person after committing a negative behavior with the aim of correcting the negative behavior. The fear arising from the punishment given has a beneficial effect on inhibiting negative desires. According to Irham Fahmi (2016: 68) "Punishment is a sanction received by an employee because of his inability to do or carry out work as ordered". Punishment is a threat of punishment that aims to correct violating employees, maintain applicable regulations and teach violators a lesson (Mangkunegara, 2013). Meanwhile, according to Abu and Supriyono (2013) Punishment is a procedure carried out to correct unwanted behavior in a short time and carried out wisely.

According to Mangkunegara (2000: 130) Punishment is the threat of punishment that aims to improve the performance of violating employees, maintain applicable regulations and teach lessons to violators. According to Ivancevich, Onopaske and Matteson in Gania (2006: 226) Punishment is defined as the act of presenting unpleasant or unwanted consequences as a result of certain behavior. Punishment is a consequence of negative behavior, the purpose of giving punishment varies, one of which is the theory of the purpose of giving punishment proposed by Ngalim Purwanto. (1993:238)(Jurnal et al., 2006)

### **D. Disiplin Kerja**

Work discipline comes from the word "disciple" which means to learn. Discipline is a direction to train and shape someone to do something better (Tsauri, 2013). According to Simamora (2004) discipline is a procedure that corrects or punishes subordinates for violating regulations. According to Sinungan (2005) work discipline is a mental attitude that is reflected in the behavior of individuals, groups or communities in the form of obedience to established regulations.

According to Hartatik (2014), work discipline is a tool or means for an organization to maintain its existence. With high discipline, employees will obey all existing regulations, so that the implementation of work can be in accordance with a predetermined plan. According to Sutrisno (2019). Work discipline is a tool used by managers to communicate with employees so that they are willing to change a behavior as well as an effort to increase one's awareness and willingness to obey all company regulations and applicable social norms. According to Hamali (2016) Discipline is a respectful attitude towards company rules and regulations, which exists within employees, which causes employees to adjust voluntarily to company rules and regulations.(Tanjung & Rasyid, 2023)

### **E. Hypothesis Formulation**

H1 : It is suspected that female leadership has a significant effect on the work discipline of employees of PT Baling - Baling Bambu.

Hali is in line with Alfonso Nazaar's research (2017) in his research entitled "The Effect of Women's Leadership on Employee Work Discipline Posmetro Mandau Duri" states that women's leadership has a positive and significant effect on the work discipline of Posmetro Mandau Duri employees. And according to Alfonso Nazaar (2017) in his research entitled "The Effect of Women's Leadership on Employee Work Discipline Posmetro Mandau Duri" states that women's leadership has a positive and significant effect on employee work discipline Posmetro Mandau Duri.

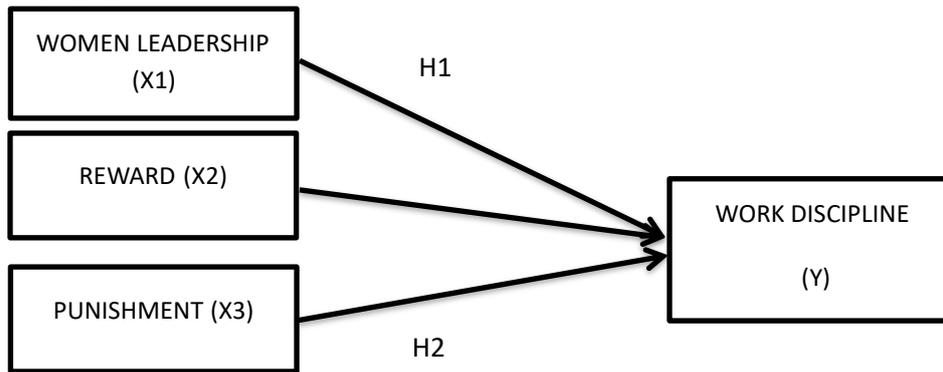
H2 : It is suspected that Reward has a significant effect on Employee Work Discipline of PT Baling - Baling Bambu.

This is in line with research conducted by Arfita Widi Astuti and Yaya Sujatna (2020) in their research entitled "The Effect of Reward and Punishment on Employee Discipline of PT Valve Automation Indonesia" states that Reward has a positive effect on the work discipline of employees of PT Valve Automation Indonesia. According to Faizal Hidayat (2018) in his research entitled "The Effect of Reward and Punishment on Performance with Work Discipline as an Intervening Variable at Waroeng Special Sambal Yogyakarta" states that reward has a positive effect on the work discipline of Waroeng Special Sambal Yogyakarta employees.

H3 : It is suspected that punishment has a significant effect on the work discipline of employees of PT Baling - Baling Bambu.

This is in line with research conducted by According to Arsany (2022) in his research entitled "The Effect of Reward and Punishment on the Work Discipline of PDAM Tirta Ardhia Rinjani employees in Central Lombok Regency" states that Punishment has a positive effect on the work discipline of PDAM Tirta Ardhia Rinjani employees in Central Lombok Regency. According to Anwar and Teuku Duniya (2018) in their research entitled "The effect of rewards and punishments on improving the work discipline of employees of PT Tunggal Perkasa Plantation-3 Sampoiniet District, Aceh Jaya Regency" stated that punishment has a positive effect on the work discipline of employees of PT Tunggal Perkasa Plantation-3 Sampoiniet District, Aceh Jaya Regency.

F. Conceptual Framework



Gambar 1.2. Kerangka Konseptual

METHODS

The type of research used in this study is causality associative research. Associative research is research that aims to determine the relationship between two or more variables, looking for roles, influences, and causal relationships, namely between independent variables and dependent variables, (Sugiyono, 2014: 55) In this study, the associative method was used to determine the effect of female leadership, Reward and Punishment on the work discipline of PT Baling Baling Bambu employees using SPSS 26. The population and sample in this study were employees of PT Baling Baling Bambu totaling 44 employees. with the main instrument in the form of a questionnaire distributed online to obtain data from PT Baling Baling Bambu employees. The scale used is Likert type 1-5 from strongly disagree-strongly agree.

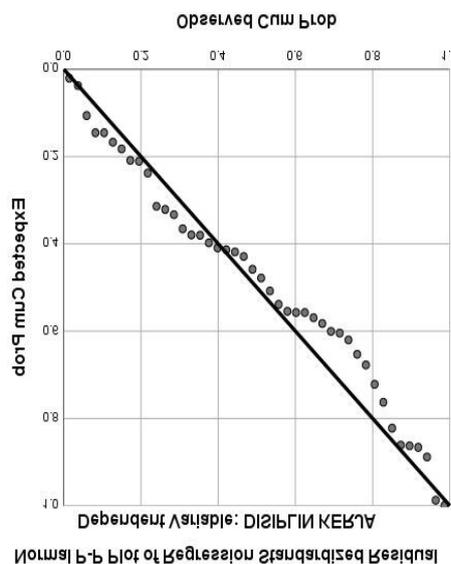
DISCUSSION

A. Research Methods

The type of research used in this study is causality associative research. Associative research is research that aims to determine the relationship between two or more variables, looking for roles, influences, and causal relationships, namely between independent variables and dependent variables, (Sugiyono, 2014: 55) In this study, the associative method was used to determine the effect of female leadership, Reward and Punishment on the work discipline of PT Baling Baling Bambu employees using SPSS 26. The population and sample in this study were employees of PT Baling Baling Bambu totaling 44 employees. with the main instrument in the form of a questionnaire distributed online to obtain data from PT Baling Baling Bambu employees. The scale used is Likert type 1-5 from strongly disagree-strongly agree.

B. Data Analysis

Image 1. Normality Test



Based on image 1. it can be seen that the Normal Histogram is normally distributed. This can be seen from the graphic in which the number 0 is in the middle and is normally distributed.

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**Table 1. Multiple Linear Analysis Test**

**Coefficients<sup>a</sup>**

Model		Unstandardized Coefficients		Standardized	t	Sig.
		B	Std. Error	Coefficients		
1	(Constant)	4.826	2.942		2.826	.006
	WOMEN LEADERSHIP	.405	.235	.395	1.725	.032
	REWARD	.179	.157	.177	1.141	.000
	PUNISHMENT	.362	.151	.374	2.397	.021

**a. Dependent Variable: WORK DISCIPLINE**

Based on the results of data processing in the table above, the multiple linear regression equation model can be formulated as follows :

$$Y = 4,862 + 0,342 X1 + 0,454 X2 + 0,143 X3 + e$$

Description :

Konstanta : 4,862 Y = Work Discipline

X1 : 0,405 X1 = Women Leadership

X2 : 0,179 X2 = Reward

X3 : 0,362 X3 = Punishment e

= Standart error Based on the regression equation above, the regression coefficient results can be interpreted as follows:

1. The constant value in the equation is 4.826 This shows that if there is no influence of the two variables (Female Leadership, Reward, Punishment) then the value of Work Discipline at PT Baling Bambu is 4.826.
2. The regression coefficient value for the Women's Leadership variable (X1), which is 0.405. Which means that each unit increase in the Women's Leadership variable at PT Baling-baling Bambu is 0.405 units with the assumption that other variables do not change or remain.
3. The regression coefficient value for the Reward variable (X2), which is 0.179. which means that each unit increase in the Reward variable at PT. Baling-baling Bambu is 0.179 units assuming that other variables do not change or remain.
4. The regression coefficient value for the Punishment variable (X3), which is 0.143. which means that each unit increase in the Punishment variable at PT. Baling-baling Bambu is 0.143 units assuming that other variables do not change or remain.

**Table 2. Test t (Partial)**

Variabel	Sig.	t Hitung	T Tabel	Keterangan
Women Leadership (X1)	.032	1.725	0.680	Significant
Reward (X2)	.000	1.141	0.680	Significant
Punishment (X3)	.021	2.397	0.680	Significant

Based on Table 2. to show whether each independent variable in this study is significant or not can be explained as follows :

1. Female Leadership Variable (X1) with a significance value of 0.032. The significance value of 0.032 <0.05, this indicates that the Women's Leadership variable (X1) has a significant effect on Work Discipline at PT. Baling Bamboo.
2. Reward variable (X2) with a significance value of 0.000. The significance value of 0.000 <0.05 indicates that the Reward variable (X2) has a significant effect on Work Discipline at PT. Baling Bamboo.
3. Punishment variable (X3) with a significance value of 0.021. The significance value of 0.021 <0.05 indicates that the Punishment variable (X3) has a significant effect on Work Discipline at PT. Baling Bamboo.

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**Table 3. Test F**

ANOVA<sup>a</sup>

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	365.965	3	121.988	59.088	.000 <sup>b</sup>
	Residual	82.581	40	2.065		
	Total	448.545	43			

a. Dependent Variable: WORK DISCIPLINE

b. Predictors: (Constant), PUNISHMENT, REWARD, WOMEN LEADERSHIP

Based on table 3. it can be seen that the significant probability value is 0.000. The significant probability value is smaller than 0.05, which means it is feasible to use and these results indicate that the regression model can be said to meet the assumptions of the feasibility of a research model.

**Table 4. Determination Coefficient Test (R2)**

Model Summary<sup>b</sup>

Model	R	R Square	Adjusted Square	Std. Error of the Estimate
1	.903 <sup>a</sup>	.816	.802	1.43684

a. Predictors: (Constant), PUNISHMENT, REWARD, WOMEN LEADERSHIP

b. Dependent Variable: WORK DISCIPLINE

Based on table 2 above, it can be seen that the results of the analysis show the coefficient of determination R Square of 0.816 transformed into a coefficient of determination of 81.6%. This value indicates that the effect of Women's Leadership, Reward, and Punishment on Work Discipline is 81.6%, the remaining 18.4% is explained by other variables outside the research variables.

## CONCLUSION

Based on the results of the research that has been obtained, the following conclusions can be drawn:

1. Women's leadership has a positive and significant effect on work discipline at PT Baling-baling Bambu, so it can be said that if women's leadership increases, work discipline at PT Baling-baling Bambu will increase.
2. Reward has a positive and significant effect on Work Discipline at PT. Baling-baling Bambu, so it can be said that if Reward increases, Work Discipline at PT. Baling-baling Bambu will increase.
3. Punishment has a positive and significant effect on Work Discipline at PT. Baling-baling Bamboo, so it can be said that if Punishment increases, Work Discipline at PT. Baling-baling Bamboo will increase.

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