

WOMEN'S LEADERSHIP STYLE AND MOTIVATION ON SHIP CHILD PERFORMANCE WITH WORK DISCIPLINE INTERVENING (Study on Ship Crew with Female Seafarers)

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Abstract. *Leadership style plays a very important role in determining employee discipline because the leader can be used as an example and determinant for his subordinates. The style of a disciplined leader can affect the discipline of employees / subordinates. Another phenomenon is the provision of proper motivation, where it will be able to generate enthusiasm, passion and sincerity of work. The purpose of this study was to determine and analyze: 1) the influence of women's leadership style on work discipline, 2) the effect of work motivation on work discipline, 3) the influence of women's leadership styles on performance, 4) the effect of work motivation on performance, and 5) the effect of work discipline on performance. This type of research is causal associative quantitative with a survey approach. This research was conducted on a ship crew where there was a female leader/officer on the deck and the engine department with a total population of 60 people. The results showed 1) leadership style had a significant effect on work discipline, 2) work motivation had a significant effect on work discipline, 3) women's leadership style had a significant effect on performance, 4) work motivation had a significant effect on performance and 5) work discipline had significant effect on performance.*

Keywords: *female leadership style, work motivation, work discipline, performance, ship crew.*

INTRODUCTION

The success and failure of a company or organization is determined by a leader. An effective form of leadership will have an impact on the progress of the company or organization in facing challenges and changes that occur. The nature of a leader is very influential in the leadership style to determine the success of becoming a successful leader, and is determined by the personal ability of the leader, as said by (Geier, 2016).

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In addition to leadership style, work discipline also has aspects that affect the decline in employee performance. Discipline is something that becomes a benchmark to find out whether the role of the leader as a whole can be carried out properly or not. (Rivai, 2010)

Leaders / officers are people who work with the help of their subordinates. Therefore, it is the duty of a leader to make sure that his subordinates has motivation to work. The ability of subordinates to be able to achieve the high performance is caused by the encouragement or motivation.

Another phenomenon is the provision of proper motivation, where it will be able to generate enthusiasm, passion and sincerity of work in a person. Increased enthusiasm and willingness to work voluntarily will result in better jobs, thus increasing work productivity. While someone who has low work motivation, they will work arbitrarily and do not try to get maximum results.

RESEARCH METHODS

This research used quantitative method. The population of this research is the crew of the ship where there is a female leader/officer consisting of the deck department and the engine department with a total population of 60 people.

Women's leadership style and motivation are as independent variables in this study while work discipline and employee performance are the dependent variables. Analysis of the data in this study used the t test.

RESEARCH RESULTS AND DISCUSSION

The Influence of Women's Leadership Style on Work Discipline

Based on the analysis of the research findings, it is known that women's leadership style has a significant influence on work discipline. The results of this study are also supported by the opinions of Tamarindang et al., (2017) and (Geier, (2016) which explain that Koontz and O'donnel, define leadership as a process of influencing a group of people so that they want to work seriously to achieve the group's goals. Leadership style is a behavioural norm used by a person when that person tries to influence the behaviour of others or his subordinates. Every leader has a different style whether democratic or authoritarian. However, there is one aspect of a leader that stands out, namely the radiance

of authority. This means that in every type and style of leadership, the universal quality of a leader must first be met. Based on the results of observations, it is known that women's leadership styles are categorized as good, meaning that the crew believes that women's leadership styles are good. This can be seen from the answers to the questionnaire which explains that a leader/officer is directly involved in completing team work and in solving problems. By means of deliberation, in addition to giving clear assignments and even being willing to be directly involved in completing team work.

Leadership style plays a very important role in determining employee discipline because the leader can be used as an example and determinant for his subordinates. With the style of a leader who is disciplined, it can affect the discipline of his employees/subordinates. The results of this study are in line with research from (Saputro, 2017), (Indriyani, 2017) and (Gilang Yulizar, Alini Gilang, 2020) showing that leadership style affects work discipline.

Results of Testing the Effect of Work Motivation on Work Discipline

Based on the analysis of the research findings, it is known that work motivation has a significant influence on work discipline. The results of this study are supported by the opinion of Sari, Muis, & Hamid, (2012), which explains that the most decisive factor in working is motivation. Employee abilities will be maximized if accompanied by adequate facilities, but if there is no motivation to do work then the job will not work as expected. Based on the results of the analysis that has been carried out, it is known that work motivation is in the good category, this can be seen from the answers of respondents who stated that the crew always tried their best in carrying out the tasks assigned by the company, want to have better work performance than before and employees feel responsible for completing each of their work well. The right motivation will spur the driving force to create an employee's morale so that they want to work together effectively and are integrated with all their efforts to achieve satisfaction, besides motivation is a supporter of an employee to work hard and enthusiastically to achieve optimal results.

An organization's activities without a supportive work motivation can result in decreased work discipline automatically and will have a direct effect on other activities. Work motivation is very influential than work discipline. The results of research from (Yushadi Muhammad Firza, Hubeis Musa, 2019), (Razak et al., 2018) show that work motivation affects work discipline.

Results of Testing Women's Leadership Style on the Performance of Ship's Men

Based on the analysis of the research findings, it is known that leadership style has a significant influence on employee performance. Research results from (Saputro, 2017), (Indriyani, 2017) and (Gilang Yulizar, Alini Gilang, 2020) show that leadership style affects employee performance. The success of an organization is influenced by employee performance, for that every company will try to improve the performance of its employees in achieving the organizational goals that have been set. An organizational culture that grows and is well maintained will be able to spur the organization towards better development. On the other hand, the leader's ability to mobilize and empower employees will affect performance. Based on the results of the analysis carried out, it is known that in giving their duties, female leaders first explain and provide details about the tasks given to employees so that employees are able to complete the assigned tasks carefully and thoroughly.

This is in line with the results of research conducted by (Saputro, 2017), (Indriyani, 2017), (G. reinhard Purba et al., 2018), and (Indra Septy, Nurdin Brasit, 2018) which prove that leadership style affects employee's performance. Thus, it can be concluded that leadership style has an effect on employee's performance.

The Results of Testing Work Motivation on the Performance of the Ship's Crews

Based on the analysis of the research findings, it is known that motivation has a significant influence on employee's performance. This is in line with research conducted by (Indriyani, 2017), (Rubiyo, 2019), it is proven that motivation has an effect on employee's performance. Thus, it can be concluded that work motivation has an effect on employee performance. Based on the results of the analysis, it is known that employees always try their best in carrying out the tasks assigned to them in order to be able to achieve the work targets that have been set by the company and employees always want to have better work performance than before so that employees are always present on time when working in order to be able to complete the assigned tasks provided correctly and on time.

The results of this study are corroborated by research conducted by (Pancasila et al., 2020), (Indriyani, 2017), (Rubiyo, 2019) which proves that motivation affects employee performance. Thus, it can be concluded that work motivation has an effect on employee performance.

Results of the Work Discipline Test on the Performance of the Ship's Crews

Based on the analysis of the research findings, it is known that work discipline has a significant influence on employee's performance. This is in line with research conducted by Siagian (2018), which states that work discipline has a significant influence on employee performance with a direct influence coefficient of work discipline on employee's performance. Work discipline is a tool used by managers to communicate with employees so that they are willing to change a behaviour as well as an effort to increase one's awareness and willingness to obey all company regulations and applicable social norms. Furthermore, Yang et al., (2016) stated that discipline is a person's awareness and willingness to obey all company regulations and applicable social norms.

Based on observations, it is known that employees are always polite in their behaviour to female leaders/officer. Furthermore, all ship crews and employees always dress in safety according to the rules in daily work, besides that employees always focus on completing work in any situation and condition according to the instructions of superiors even though the leader is not there.

This research is also in line with research conducted by Indriyani, (2017), Razak et al., (2018), Yushadi Muhammad Firza, Hubeis Musa, (2019), explaining that there is evidence that work discipline affects employee's performance. Thus, it can be concluded that work discipline has an effect on performance

CONCLUSIONS AND RECOMMENDATIONS

The researcher concludes that women's leadership style has a significant influence on work discipline with a p-value smaller than the significant level = 5% or ($0.000 < 0.05$), work motivation has a significant effect on work discipline with a p-value value smaller than significant level = 5% or ($0.000 < 0.05$), leadership style has a significant effect on employee performance with a p-value smaller than the significant level = 5% or ($0.041 < 0.05$), motivation has a significant effect on employee performance with p-value is smaller than the significant level = 5% or ($0.035 < 0.05$), work discipline has a significant effect on employee performance with a p-value smaller than the significant level = 5% or ($0.044 < 0.05$).

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