DETERMINATION OF LEADERSHIP, COMPETENCY AND WORK DISCIPLINE WITH WORK MOTIVATION AS A MEDIATOR VARIABLES TO ORGANIZATIONAL COMMITMENT USING SEM-PLS (EMPLOYEE RESEARCH STUDY IN DEPARTMENT OF HEALTH BINTAN DISTRICT)

Desi Veronika, Jemmy Rumengan, Muammar Khadafi, Tammy Ikbal Rumengan
Student of the Postgraduate Masters Program in Management,
Faculty of Economics, University of Batam
Batam, 29415, Riau Island, Indonesia.

Coresspondent:
Faculty of Economics, University of Batam.
Email: jemmy.rumengan@univbatam.ac.id.
angelinaeleonorarumengan@univbatam.ac.id
lppm@univbatam.ac.id

ABSTRACT

In this study, researchers used respondent data, such as gender, age and length of work of respondents in order to provide information about the characteristics of respondents. Where from the questionnaires distributed as many as 75. The discussion in this chapter is the result of field studies to obtain data on the answers to the questionnaire which measures the five main variables in this study, namely leadership, competence, work discipline, work motivation and organizational commitment. Data analysis with parametric and non-parametric statistics using SEM-PLS (Structural Equation Modeling-Partial Least Square) regarding research variables, instrument testing, normality test, hypothesis testing, and discussion of the results of hypothesis testing and Path Analysis Path. This study uses path analysis to examine patterns of relationships that reveal the effect of a variable or set of variables on other variables, both direct and indirect. The calculation of the path coefficient in this study was assisted by Smart PLS Ver 3.0. To determine the direct and indirect effect between variables, it is seen from the calculation of the path coefficient and to determine the significance.

The effect of the variable X3 on X4 has a P-Values value of 0.000 <0.05, so it can be stated that the effect of X3 on X4 is significant. The influence of the X3 variable on Y has a P-Values value of 0.003<0.05, so it can be stated that the effect of X3 on Y is significant. The influence of the X4 variable on Y has a P-Values value of 0.014 <0.05, so it can be stated that the effect of X4 on Y is significant. The effect of variable X1 on X4 has a P-Values value of 0.020<0.05, so it can be stated that the effect of X1 on X4 is significant. The effect of variable X1 on Y has a P-Values value of 0.001 <0.05, so it can be stated that The influence between X1 on Y is significant. The effect of the variable X2 on X4 has a P-Values value of 0.000 <0.05, so it can be stated that the effect of X2 on X4 is significant. The influence of the X2 variable on Y has a P-Values value of 0.000 <0.05, so it can be stated that the effect of X2 on Y is significant.

Keywords: Leadership, Competence, Work Discipline, Work Motivation, Organizational Commitment

I. INTRODUCTION

Based on the Bintan Regency Regional Regulation Number 7 of 2016 concerning the Formation and Composition of Regional Apparatus, the Bintan Regency Health Service has the task of assisting the Regent in carrying out government affairs in the health sector which is the authority of the Regency. In general, the performance of the Health Office is related to the function of formulating technical policies in the health sector, administering government affairs and public services, fostering and facilitating the health sector in the Bintan Regency area, implementing tasks, monitoring, evaluating and reporting in the field of health services, prevention and control of disease, environmental health. , health human resources, health promotion and community empowerment, pharmacy and health supplies, information management and health development and health regulations including the implementation of the secretarial office and the implementation of other tasks assigned by the Regent. Leadership is defined as leading others. The leader is known as a team leader (group leader) who understands what is the responsibility of his leadership, delves into the conditions of his subordinates, is willing to merge himself with the demands and consequences of his responsibilities, and has a commitment to bring each of his subordinates to explore his capacity to produce achievements. the highest. Competence can also be defined as the ability to carry out or perform a job or task which is based on skills and knowledge and is supported by the work attitude demanded by the job. The need to create discipline in work so that you can organize your work properly. Work discipline is the most important operational function of human resource management, because the better the employee's work discipline, the higher the work performance they can achieve, whereas if there is no application of good work discipline it will be difficult for the company to achieve optimal results. Work motivation is the attitude of individuals or groups to work together to do more active and voluntary work so that work can be completed faster and better. Organizational commitment is an attitude or behavior of a person to the organization in the form of loyalty and the achievement of the vision, mission and goals of the organization. A person can be said to have a high commitment to the organization, it can be seen by looking at the characteristics including a strong belief and acceptance of the goals and values of the organization, a strong willingness to work for the organization and a strong desire to remain a member of the organization. commitment is not just about passive feelings of loyalty.

Formulation of the problem

1. Does leadership directly determine the work motivation?
2. Does Competence directly determine the Work Motivation?
3. Does Work Discipline directly determine the Work Motivation?
4. Does Work Motivation directly determine the Organizational Commitment?
5. Does leadership directly determine the organizational commitment?
6. Does Competence directly determine the Organizational Commitment?

7. Does Work Discipline directly determine the Organizational Commitment?

II. RESEARCH METHOD

In this study, researchers used respondent data, such as gender, age and length of work of respondents in order to provide information about relationships. Where from the questionnaires distributed as many as 75. The discussion in this chapter is the result of field studies to obtain questionnaire answer data that measures five main variables in this study, namely leadership, competence, work discipline, work motivation, and organizational commitment. Data analysis with parametric and non-parametric statistics using SEM-PLS (Structural Equation Modeling-Partial Least Square) regarding research variables, instrument tests, normality tests, hypothesis testing, and discussion of the results of hypothesis testing and Path Analysis Path. This study uses path analysis (path analysis) to examine relationship patterns that reveal the effect of a variable or a set of other variables, both direct and indirect. The calculation of the path coefficient in this study was assisted by Smart PLS Ver

Internal Consistency Analysis

3.0. For the effect of departing directly and indirectly between variables, the results of the calculation of the coordination coordinates are to see the significance.

Population and Sample

The population in this study was in Department Of Health Bintan District, amounting to 75 people regardless of specific strata and field of duty. Arikunto (in Riduwan, 2012: 210) states that if the subject is less than 100, it is better to take all of them, so that the research is a population study. Because of population limitations, all members of the population were used as the research sample, so this study used a saturated sample, which was taken through the Census Technique using proportional random sampling.

III. RESULT AND DISCUSSION

Internal consistency analysis is a form of reliability used to assess the consistency of results across items on the same test. Internal consistency testing using a composite reliability value with the criteria of a variable is said to be reliable if the composite reliability value is > 0.600 (Hair, Hult, Ringle, & Sarstedt, 2014).

Tabel 1

Variabel	Cronbach's Alpha	rho_A	Composite Reliability	Average Variance Extracted (AVE)
X1	0.735	0.809	0.804	0.330
X2	0.758	0.757	0.762	0.348
X3	0.772	0.848	0.835	0.432
X4	0.784	0.840	0.845	0.438
Y	0.804	0.880	0.842	0.408

Source: Data Processing (2020)

Based on the data of the internal consistency analysis in the table above, the results show that the variables X1, X2, X3, X4 and Y have a composite reliability value> 0.600, so all X1, X2, X3, X4 and Y variables are reliable.

Convergent Validity

Tabel 2

	X1	X2	X3	X4	Y
X1.1	0.745				
X1.10	0.536				
X1.2	0.585				
X1.3	0.719				
X1.4	0.748				
X1.5	0.690				
X1.6	0.690				
X1.7	0.429				
X1.8	0.412				
X1.9	0.424				
X2.1		0.517			
X2.2		0.633			
X2.3		0.713			
X2.4		0.595			
X2.5		0.745			
X2.6		0.533			
X2.7		0.600			
X2.8		0.424			
X3.1			0.816		
X3.2			0.720		
X3.3			0.735		
X3.4			0.695		
X3.5			0.694		
X3.6			0.676		
X3.7			0.549		
X3.8			0.482		
X4.1				0.719	
X4.2				0.637	
X4.3				0.710	
X4.4				0.766	
X4.5				0.757	
X4.6				0.775	
X4.7				0.562	
X4.8				0.431	

Y1					**0.819**
Y10					**0.419**
Y2					**0.651**
Y3					**0.836**
Y4					**0.750**
Y5					**0.755**
Y6					**0.755**
Y7					**0.728**
Y8					**0.408**
Y9					**0.534**

Source: Data Processing (2020)

Based on the table above, it can be seen that the value of outer loading for variables X1, X2, X3, X4, Y where the value of all the items in the 5 variables tested is greater than 0.4, so all indicators in 5 variables are declared valid.

Disciplinary Validity

Discriminant validity aims to assess an indicator of a construct variable is valid or not, namely by looking at the Heterotrait Value - Monotrait Ratio Of Corelation (HTMT) <0.90, then the variable has good (valid) discriminant validity (Hair, Hult, Ringle, & Sarstedt, 2014).

Tabel 3

Variabel	X1	X2	X3	X4	Y
X1					
X2	0.529				
X3	0.472	0.376			
X4	0.610	0.667	0.609		
Y	0.844	0.703	0.557	0.787	

Source: Data Processing (2020)

Based on the table above, the results of the correlation of variables X1 with X2, X1 with X3, X1 and X4, variables X1 and Y all variables have a correlation value <0.900, thus the correlation value of all variables is declared valid.

Structural Model Analysis (Inner Model)

The structural model analysis or (inner model) aims to test the research hypothesis. The part that needs to be analyzed in the structural model is the coefficient of determination (R Square) by testing the hypothesis. Collinearity test is to prove whether the correlation between latent variables / constructs is strong or not. If there is a strong correlation, it means that the model contains problems from a methodological point of view, because it has an impact on the estimation of its statistical significance. This problem is known as collinearity. The value used to analyze it is by looking at the Variance Inflation Factor (VIF) value. (Hair,

Hult, Ringle, & Sarstedt, 2014; Garson, 2016). If the VIF value is greater than 5.00, it means a collinearity problem occurs, and conversely there is no collinearity problem if the VIF value is <5.00 (Hair, Hult, Ringle, & Sarstedt, 2014).

Tabel 4

Variabel	X1	X2	X3	X4	Y
X1				1.252	1.356
X2				1.149	1.384
X3				1.133	1.353
X4					1.854
Y					

Source: Data Processing (2020)

From the data above it can be described that the VIF value for the correlation X1 with Y, X2 with Y, X3 with Y, X4 with Y has a value <5.00 so there is no collinearity problem, thus from the data above, the structural model is in the case of it does not contain a collinearity problem.

Direct Influence Hypothesis
Testing the direct effect hypothesis aims to prove the hypotheses of the effect of a variable on other variables directly (without intermediaries). If the path coefficient value is positive it indicates that an increase in the value of one variable is followed by an increase in the value of other variables, if the path coefficient value is negative it indicates that an increase in one variable is followed by a decrease in the value of another variable. If the probability value (P-Value) <Alpha (0.05) then Ho is rejected (the effect of a variable with other variables is significant). If the probability value (P-Value)> Alpha (0.05) then Ho is rejected (the effect of one variable with other variables is not significant).

Tabel 5

Variabel	Real sample	Average sample	Standard Deviation	T Statistics	P Values
X1 -> X4	0.237	0.234	0.100	2.384	**0.020**
X1 -> Y	0.322	0.350	0.116	2.783	**0.007**
X2 -> X4	0.356	0.375	0.088	4.036	**0.000**
X2 -> Y	0.246	0.228	0.096	2.554	**0.013**
X3 -> X4	0.344	0.357	0.082	4.187	**0.000**
X3 -> Y	0.183	0.176	0.088	2.066	**0.042**
X4 -> Y	0.291	0.283	0.116	2.517	**0.014**

Source: Data Processing (2020)

1. The direct effect of variable X3 on variable X4 has a path coefficient of 4.187 (positive), so an increase in the value of

variable X3 will be followed by an increase in variable X4. The influence of the X3 variable on X4 has a P-Values value of 0.000 <0.05, so it can be stated that the effect of X3 on X4 is significant.

2. The direct effect of variable X3 on variable Y has a path coefficient of 2.066 (positive), so an increase in the value of variable X3 will be followed by an increase in variable Y.The effect of variable X3 on Y has a P-Values value of 0.042 <0.05, so it can be stated that the influence between X3 on Y is significant.

3. The direct effect of variable X4 on variable Y has a path coefficient of 2.517 (positive), so an increase in the value of variable X4 will be followed by an increase in variable Y.The effect of variable X4 on Y has a P-Values value of 0.014 <0.05, so it can be stated that the influence between X4 on Y is significant.

4. The direct effect of variable X1 on variable X4 has a path coefficient of 2,384 (positive), so an increase in the value of variable X1 will be followed by an increase in variable X4. The effect of variable X1 on X4 has a P-Values value of 0.020 <0.05, so it can be stated that the effect of X1 on X4 is significant.

5. The direct effect of variable X1 on variable Y has a path coefficient of 3,542 (positive), so an increase in the value of variable X1 will be followed by an increase in variable Y. The effect of variable X1 on Y has a P-Values value of 0.001 <0.05, so it can be stated that the influence between X1 on Y is significant.

6. The direct effect of variable X2 on variable X4 has a path coefficient of 4.036 (positive), so an increase in the value of variable X2 will be followed by an increase in variable X4. The influence of the variable X2 on X4 has a P-Values value of 0.000 <0.05, so it can be stated that the effect of X2 on X4 is significant.

7. The direct effect of variable X2 on variable Y has a path coefficient of 2.554 (positive), so an increase in the value of variable X2 will be followed by an increase in variable X4. The influence of the X2 variable on Y has a P-Values value of 0.013 <0.05, so it can be stated that the effect of X2 on Y is significant.

Coefficient of Determination

The coefficient of determination (R Square) aims to evaluate the accuracy of the predictions of a variable. In other words, to evaluate how the variation in the value of the dependent variable is affected by the variation in the value of the independent variable in a path model.

Tabel 6

Variabel	R Square	Adjusted R Square
X4	0.461	0.438
Y	0.608	0.586

Source: Data Processing (2020)

IV. CONCLUSION

Leaders are expected to be able to participate more actively in every activity, so that leaders can become motivators who can always provide enthusiasm and direction to employees, improve employee competence with education and training for each employee, the need for increased supervision of work discipline, especially in terms of timeliness, the need providing promotion to employees who excel in order to increase employee motivation, providing motivation simultaneously will result in employee organizational commitment in work.

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