

Study Of Supervision, Leadership, and Compensation on Employee Work Discipline in Medan Denai Sub-District

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Abstract. *This study is to determine the feasibility of supervision, leadership, and compensation in influencing employee work discipline in Medan Denai Sub-district. This study was conducted with descriptive qualitative with literature study method through literature studies sourced from previous research journals. The results show that effective supervision contributes significantly to improving employee work discipline, with higher levels of compliance. In addition, supportive and participative leadership styles were also found to have a strong positive influence on work discipline, encouraging employee motivation and engagement. Fair and competitive compensation was also shown to play an important role, where employees who were satisfied with the rewards they received tended to show better levels of discipline. Supervision, leadership, and compensation are important factors in improving employee discipline. There is a need for companies to implement better supervision strategies, promote supportive leadership, and ensure competitive compensation to maximize employee discipline and productivity. Recommendations for future research include a deeper exploration of the specific mechanisms linking supervision and leadership to work discipline.*

Keywords: *Work Discipline; Supervision; Leadership; Compensation*

1. INTRODUCTION

Over time, the regulations created by the company certainly have a goal to achieve the company's revenue target to increase, to prepare a faster and more measurable work system in facing competing companies and to make a source of high-quality labor and have competence in their respective fields. For this reason, many companies in realizing their work plans are of course the basis for implementing their work in accordance with the regulations that are used as supervisors and direct evaluation of work results so that employees can focus on work.

Work discipline is an attitude that is able to be honest, obedient and work on time for what the company wants. Work discipline is also part of a form of work system that is implemented so that the focus of the goals being worked on can be well directed and clear and can also provide success for what has been done. So work discipline is always applied by companies in improving employee work systems and in achieving the expected targets.

Supervision can have a positive or negative influence. Positive supervision tries to find out whether organizational goals are being achieved efficiently and effectively. Negative supervision tries to ensure that unwanted activities occur again. In response to this, supervision is one of the keys to the success of a work program that is carried out regularly with supervision

in the form of correction of work implementation and work results so that these results can be in accordance with what the company expects.

Leadership is the main milestone in the running of the company system in directing labor or employees to be able to work in accordance with the division of tasks that have been given both internally and externally to the company. This leadership is the determinant of work decisions that are determined directly by the company so that the direction of the program objectives created can be implemented properly and on time.

Compensation can be given because of the work that has been done in accordance with the wishes of the employer. Compensation is a right that must be given by the company to its employees after the employee has finished carrying out the work at the specified time.

2. LITERATURE REVIEW

Employee Work Discipline

Employee work discipline is an attitude that can comply with the work system established through the regulations set by the company. Work discipline is also a form of a sense of responsibility for each job completion in a timely manner. In addition, work discipline is also part of the form of self-devotion given by employees in complying with the work rules ordered by their superiors. Work discipline is an attitude that employees have to be able to comply with work regulations set by the company for all employees who work under the auspices of the company both internally and externally to the company with the time period set by the company.

Supervision

Supervision in work implementation is an application of a disciplined attitude that is responsible for the implementation of work must be done properly and on time. Supervision in the implementation of work is also part of the system set by the company to produce maximum performance and to avoid mistakes made by employees. Indicators that can be used in supervision in the implementation of work such as, the application of work discipline at the time of the work implementation, giving strict sanctions for mistakes made intentionally, making early decisions to avoid small problems becoming large, making alternative solutions to problems that might come suddenly and minimizing any imbalances that are predicted to occur in work programs planned for the future.

Leadership

Leadership is an authority that must be exercised by someone who is given full duties and responsibilities for all existing work during the working period given to that person.

Leadership is also a position that has the highest position in a company to be able to direct all work activities and direct all employees to work according to their respective fields with the provisions set by the company. Factors that can influence leadership are the work targets and company goals that the company wants to achieve through the abilities of a leader who is smart, reliable, and has a vision and mission in carrying out his leadership duties. In addition, leadership can also be used as a tool to run a work system according to the company's program in obtaining quality work results and being able to make the company's human resources a workforce with character.

Compensation

Compensation is a form of compensation given by the company to its employees after completing the work with the time set by the company either directly or indirectly. compensation is also part of the attitude of appreciation given by the company to its employees for their success in carrying out work orders both internally in the company and externally in the company. The benefits that can be obtained from compensation are that it can meet the needs of an employee's life, can motivate employee work in carrying out work, can improve employee performance and can make employees more focused and enthusiastic about the performance produced by these employees. In addition, it can improve the company's work system both internally and externally.

3. METHODS

This study is a descriptive qualitative research with a literature study method through literature studies sourced from journals of previous research results (Kurniawan, 2014) related to the title, also through access to data obtained from the website as an information publication. Qualitative descriptive research can be interpreted that the researcher is the key instrument where data collection techniques are carried out by combining and analysing data inductively (Sugiyono, 2012) so as to produce and process descriptive data such as narrating the results of interviews and or observations.

4. RESULTS

Supervision in disciplining employees experiences obstacles due to the lack of discipline of employees who are officers supervising the implementation of ongoing work and lack of thoroughness of work results. These results are in line with the previous one conducted by Rumansyah (2022) who examined "The Effect of Compensation, Leadership and Supervision on the Discipline of Civil Servants of the Riau Province Regional Revenue Agency. Where

from these results indicate that the supervision variable has a positive and significant effect on the discipline of civil servants of the Riau Province Regional Revenue Agency.

The lack of assertiveness of the leader in giving work orders on the implementation of predetermined work programs and the lack of approach taken by the leader in applying work discipline personally to employees and the many changes in work are not quickly informed to all employees involved in the implementation of the work program so that the work orders given by the leadership cannot be realized by employees in a timely manner.

Compensation in disciplining employees several times occurs in the company this happens because of the company's lack of accuracy in distributing monthly incentives that employees must receive for each month so that many employees feel disadvantaged and the length of time the company gives permission to distribute work bonuses at the end of each year so that employees are always waiting and wondering when the year-end bonus is given.

5. DISCUSSION

According to Handoko (2016), supervision (controlling) is the discovery and implementation of ways and equipment to ensure that plans are carried out in accordance with what has been determined. Supervision can have a positive or negative effect. Positive supervision tries to find out whether organizational goals are achieved efficiently and effectively. Negative supervision tries to ensure that undesirable activities do not occur again. Thus supervision is part of the attitude in controlling the work system carried out for all employees who work in completing the planned work program to be realized in achieving company goals. Supervision is carried out to discipline each position holder in carrying out work orders by the company either directly or indirectly.

Leadership is the ability to influence all members of an organizational group to carry out an activity and the process of interaction between the leading party and the led party to achieve a goal effectively and efficiently. Thus leadership is closely related to employee work discipline through a process directed by a leader to implement the rules created to improve the employee work system according to the company's wishes. Leadership is part of the main determinant of the success of each program that is planned to be realized in a timely manner. According to Wijaya (2017),

Compensation is all income in the form of money, goods, directly received by employees in return for services provided to the company. Thus compensation is part of the company's attitude of reward for the performance that employees have done in carrying out a job with a specified period of time. According to Hasibuan (2017). Compensation is closely related to

discipline which is realized through the implementation of work carried out by following the rules set by the company so that the work can be completed properly and service rewards can be obtained in a timely manner.

Employee work discipline can certainly run with the supervision of orderly work on direction by leaders who have authority over the implementation of work so that employees are able to work in accordance with the rules applied so that work can be completed easily and compensation is a form of work results obtained by employees after completing the job. According to Siagian (2016) supervision is the process of observing the implementation of all organizational activities to ensure that all work being carried out is in accordance with a predetermined plan.

CONCLUSION

People in Medan Denai sub-district have understood how supervision, leadership, and compensation greatly affect employee work discipline. If the company conducts high supervision, employees will have a positive impact and work performance will increase. Likewise with leadership and compensation. If the company is disciplined about this, there will be an increase in work.

The company will also take responsibility by providing safety guarantees for employees who have done a good job. So that there is a good relationship between employees and the company. It is hoped that all people in Medan Denai District who have the profession of employees can immediately implement it and be able to improve their performance for the better.

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