

WOMEN'S LEADERSHIP STYLE AND WORK DISCIPLINE ON THE PERFORMANCE OF SHIP BOYS: STUDY ON SHIP CREW WITH FEMALE SEARERS

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ABSTRACT

This study aimed to determine and analyze: 1) the effect of female leadership style on work discipline, 2) the effect of female leadership style on performance, and 3) how discipline at work affects performance. This kind of research uses a quantitative causal associative survey methodology. In the study, This sampling technique used saturation because all members of the population were sampled as many as 60 ship crews where there was a female leader. This study focused on ship crews with female officers and leaders in the deck department and the engine department, which together had a total of 60 persons. The results showed 1) leadership style has a significant effect on work discipline, 2) women's leadership style has a substantial impact on performance, and 3) work discipline has a significant effect on performance.

Keywords: female leadership style, work discipline, performance.

INTRODUCTION

Everyone has the opportunity to become a leader, both men and women (Fibrianto, 2016; Fitriani, 2015). A leader both in government and in the industrial world in general are mostly men (Masadi, 2020) while women only take care of the household (Prastiwi & Rahmadanik, 2020). A comparison of male and female leaders in their overall performance shows both are effective leaders and have something in common (Intan, 2014; Sahban, 2016). However on a gender basis, men are more successful in leadership roles according to their sex. Women, on the other hand, are said to be more effective leaders in the fields of education, administration, social service organizations and less effective in the military or maritime world which requires a lot of physical strength.

The difference in the characteristics of male and female leadership is based on an old-fashioned view (Astuti, 2019). A woman is considered weak and emotional while a man is a firm and rational figure (Mayasari, 2016). This view shows the assumption that men must be a leader anywhere. Meanwhile not all men actually do it and can lead better than women.

A leader cannot rely on his physical strength in leading a company but how he can manage his subordinates in carrying out their duties to achieve a goal that has been set according to their vision and mission (Larasati, 2018). Also, how the style of a leader in guiding and guiding the performance of his subordinates for the success of the company or organization (Latifah, 2021). The leadership style can affect the performance of his subordinates or subordinates.

In addition to leadership style, work discipline also has aspects that affect the performance of subordinates or subordinates. Discipline is what becomes the yardstick by which the leader's role is generally performed correctly. Leadership style is a way to influence a person or his subordinates to carry out the tasks that have been given with responsibility without any coercion.

According to Gencer & Samur (2016), leadership's style is a set of characteristics which used by leader for influencing his subordinates to reach objective organization. This is a strategy which preferred and often used by a leader.

Thoha deep (in Futriani & Mayliza, 2019) explain that style leadership is standard behavior which used by somebody when person the try to influence behavior person other. Style leadership is behavior or method which is chosen and used by leader for influencing thought, feeling, attitude, and behavior member or subordinate in organization.

Discipline is capital needed for reaching objective which wanted by. Because of that, discipline work is very important in a company because the atmosphere of discipline, organization or agency to carry out the program for reaching the objective which has been set (Siagian, 2018)

Employers can use work discipline as a communication technique to get their staff members to improve their behavior, become more conscious of the rules of the workplace, and adhere to societal norms. (Papatungan et al., 2013).

Employers can use work discipline as a communication technique to get their staff members to improve their behavior, become more conscious of the rules of the workplace, and adhere to societal norms. work and cooperative attitude. (Yushadi Muhammad Firza, Hubeis Musa, 2019). Employee performance is the comparison between the actual performance of the employee and the work standard set by the company.

This study aims to analyze whether there is an influence of female leadership style on performance, whether there is an influence of female leadership style on work discipline and to analyze whether there is an influence of work discipline on performance.

Based on the explanation above, there are 3 hypotheses in this study, namely: H1: Women's leadership style influences the performance of crew members. H2: The leadership style of women influences the work discipline of the crew. H3: Work discipline affects the performance of the crew.

The framework of thought in the research is shown in Figure 1.

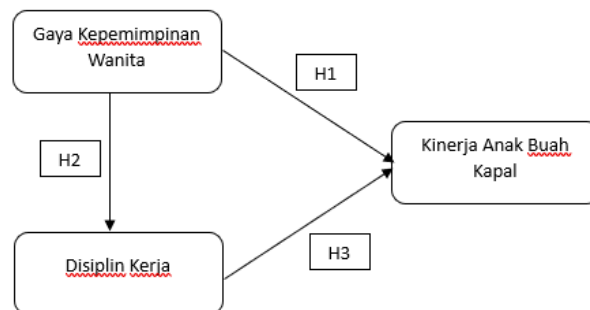


Figure 1. Research framework

METHOD

This research used quantitative method. Population according to(Sugiyono, 2018) is the area of generalization consisting of: objects/subjects that have certain qualities and characteristics determined by the researcher to be studied and then conclusions drawn. The ship's crew, which consists of 60 people across the deck department and the engine department, includes female officers. A saturation sampling technique was used in this study since up to 60 crew members of a ship with a female officer were sampled from the entire population.

Two types of variable used in this study are dependant and independent variables. Free variable (X) consists of style leadership woman (X1) and work discipline (X2), whereas variable bound (Y) is efficiency crewman boat.

Validity analysis is used to determine whether the data obtained is valid or not by examining the questions distributed to respondents. With this method, researchers can determine the right questions and which questions should be eliminated. Reliability analysis is used to double-check or check the

consistency of respondents' answers so that the data obtained is not biased. This analysis is used for the same respondent with the same list of questions.

RESULTS AND DISCUSSION

1. Normality test

Normality test is done to know that there is distribution normal or no. According to (Ghozali, 2016) normality test uses test Kolmogorov-Smirnov. Results processing normality test is showed on Table 1.

Table 1. Normality Test

Variable	Asym. Sig	Information
Female Leadership Style (X1)	0.052	Normal
Work Discipline (X2)	0.142	Normal
Ship's Crew Performance (Y)	0.080	Normal

From Table 1 it is known that mark Asymp. sig (2-tailed) for leadership woman style (X1), discipline work (X2) and performance crew(Y) > 0.05 and can concluded that all variable distributed normal.

2. Multicollinearity Test

Wrong one condition analysis regression linear double is especially formerly test multicollinearity, that is connection between variable free. Multicollinearity test is used to know the free variable can relate each other. It means that multicollinearity test is to know what happen between independent variable as can seen on Table 2. If happen multicollinearity so Wrong One variable the must removed or issued from equality.

Table 2. Multicollinearity Test

Variable	tolerance	VIF	Information
Female Leadership Style (X1)	0.150	6,683	Multicollinearity does not occur
Work Discipline (X2)	0,163	6.141	Multicollinearity does not occur

From Table 2 it can be seen that mark tolerance variable leadership and discipline work woman is bigger from 0.1 and mark VIF each variable is not enough from 10. This show that there is no significant connection between independent variable. Because of that, it can beconcluded that there is no multicollinearity case on data study processing the regression data on double linier. This is because there is no multicollinearity between variable independent other.

3. Heteroscedasticity Test

Heteroscedasticity test aims for testing whether there is variation residual in regression model between one observation with the other observation. Wrong one method is to know the existence of heteroscedasticity on regression linear double model to see disc plot or mark prediction variable SRESID with residual ZPRED. If there is no certain pattern and no spread in and in lower zero on axis y, so nothing happen on heteroscedasticity. Following is picture 2 as results test heteroscedasticity.

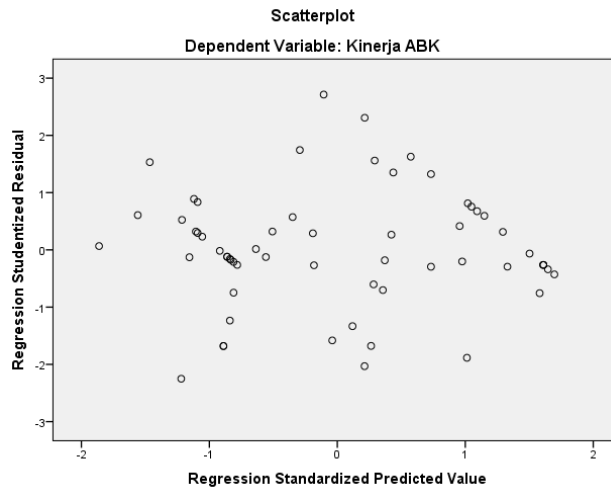


Figure 2. Heteroscedasticity Test Results

Based on Picture 2 it can be concluded that nothing happen on heteroscedasticity. Because the data is at axis 0 and distributed as well as no form pattern which intact. From the results, it can be concluded that regression linear double model has no effect on heteroscedasticity case, so that it can give the estimation.

4. Correlation Auto Test

Objective from this testing is tor know whether there is connection between information which is explained from time to time (time series). If there is autocorrelation, it can be said that coefficient correlation which is obtained is not accurate enough. Autocorrelation test is done with using test Durbin-Watson (DW), level = 5%. When DW between -2 and +2, there is no autocorrelation. We see autocorrelation test on Table 3.

Table 3. Autocorrelation Test

Model	Durbin-Watson	Information
1	1.216	There is no autocorrelation

Based on Table 3 it can be concluded that mark Durbin-Watson as big 1.216 is at in between -2 and +2, so that results testing show that model regression linear No own autocorrelation.

5. Multiple Linear Regression Test

Multiple linear regression analysis was used in this study to determine whether there is a relationship between the independent and dependent variables. Women's leadership style and work ethic served as independent variables, while crew performance served as a variable bound. To see the influence of female leadership style and work discipline on work performance of crewman boat, we can see from the equality regression linear double as following:

a. Partial Test (T Test)

t-test is done to know the influence of each dependent or independent to variable dependent or dependent.

Table 4. T test

Model	B	Q	Sig
Constant	-0.592	-0.216	0.830
Female Leadership Style (X1)	0.250	2,220	0.030
Work Discipline (X2)	0.481	3,311	0.002

Source of results of SPSS data processing

From equality in on, a number of matter can interpreted as following:

$$Y = a + \beta_1 X_1 + \beta_2 X_2 + e$$

$$Y = 0,592 + (0,250)(X_1) + (0,481)(X_2) + e$$

- 1) Variable female leadership style with T count 2.220 > T table and sig. 0.030 means < 0.05. With df = 60 – 3 = 57, a T table of 2.002 is obtained. This means that H1 is accepted and H0 is rejected. So it can be concluded that the female leadership style has a positive and significant effect on the performance of the ship's crew.
- 2) Work discipline variable with a T count value of 3.311 > T table and a sig of 0.002. With df = 60-3 = 57, a T table of 2.002 is obtained. This means that H2 is accepted and H0 is rejected. Therefore, it can be said that work discipline has a favorable and considerable impact on the crew's performance.

b. Simultaneous Test (Test F)

F-test is used to know the total influence between bound variable and free variable. The result can be seen on Table 5.

Table 5. Simultaneous Test (F Test)

Model	F	Sig
1	86,295	0.000

Source: results of SPSS data processing

From the results of calculation, it can be seen that mark F count is 86,295 > F Table 3.15, and significant that f = 0.000 < 0.005. It means H3 accepted and H0 rejected. It can be said that woman leadership style and work discipline in a manner both give positive and significant influence to crew performance.

c. Coefficient of Determination (R-Square)

Coefficient determination is useful to see the influence of free variable to bound variable. So far Table 6 shows where the influence of leadership style and woman work discipline to boat performance.

Table 6. Test of the Coefficient of Determination (R-Square))

Model	R Square
Regression	0.752

Source: results of SPSS data processing

Result of coefficient determination test is to know that there is the influence between the woman leadership style (X1) and work discipline (X2) to team performance (Y) obtain mark coefficient determination R-squared as big 0.752. it can be explained that proportion of woman leadership style and influence to discipline work as big 75.20%, whereas the rest as big 24.80% influenced by other factor outside the variable used in this study.

CONCLUSIONS AND RECOMMENDATIONS

It is possible to draw the following conclusions from the study's findings and discussion: First, the performance of boat crewmen is positively and significantly influenced by women's leadership styles. It is proven that it got tcount $2,220 > Q$ table 2,002. With use threshold limit significant 0.05 so mark significance style leadership woman is 0.030 ($0.030 < 0 > Q$ Table 2,002. With use threshold limit significant 0.05 so mark significance discipline Work is 0.002 ($0.002 < 0 >$ from F Table 3,15 And accepted significant $0 H = .30.3$ accepted $0 H = .3$). It means variable style leadership woman And discipline Work in a manner together (simultaneous) influential significant And significant to performance crew sailor Indonesia..

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