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The Influence of Leadership Style, Awards, and Punishment on Praja Discipline at the Institute of Domestic Government (IPDN) Campus in West Sumatra

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ABSTRACT

This article is about the influence of leadership style, reward and punishment on civil service discipline at Institute Of Domestic Government (*Institut Pemerintahan Dalam Negeri*/IPDN) West Sumatra Campus. In addition, this article also discusses which variables have the most influence on civil service discipline. This research uses quantitative methods with explanatory quantitative research. The data collection technique used a questionnaire. The data analysis technique uses path analysis to see the causal relationship that begins with the classical assumption test and regression analysis with a Likert scale as the rating scale. The hypothesis will determine the contribution of the influence arising from one endogenous variable on an exogenous variable, either directly or indirectly. Overall, the results showed that leadership style had a positive and partial effect on reward, punishment and discipline. Rewards have a positive and partial effect on discipline. Punishment has a positive and partial effect on discipline. Leadership style through reward has an effect on discipline. Leadership style through punishment affects discipline. Leadership style, reward and punishment simultaneously influence discipline.

Keywords: Leadership Style; Appreciation; Punishment; Discipline;

INTRODUCTION

The Institute for Domestic Government Institute Of Domestic Government (IPDN) is an official higher education institution under the auspices of the Ministry of Home Affairs (Miller et al., 2009). The aim is to prepare a cadre of government officials who are competent, have character, personality and discipline. Praja is a term for students who carry out their education while in Institute Of Domestic Government (IPDN). Education that is carried out uses the Tri-Single Centered method which consists of Teaching, Training and Nurturing, all of which have their respective roles to teach theory and practice it as well as the character building and discipline of praja. Institute Of Domestic Government (IPDN) itself consists of 7 regional campuses (West Sumatra, Jakarta, West Kalimantan, North Sulawesi, South Sulawesi, West Nusa Tenggara and Papua), and the central campus is in Jatinangor, Sumedang, West Java. For now, the writer will discuss about praja in West Sumatra Institute Of Domestic Government (IPDN) Campus. Currently, the number of civil servants in the West Sumatra campus is 405, including 274 male and 131 female civil servants.

Each praja must carry out the civil service life cycle in accordance with the regulations stipulated in Regulation of the Minister of Home Affairs No. 63 of 2015 concerning Guidelines for Praja Life (Petadupra). The Petadupra contains several categories of violations ranging from minor, moderate and severe disciplinary violations. As well as the type of punishment that will be received in accordance with the magnitude of the offense committed. In the past year, there were 41 cases of minor violations and 25 cases of moderate violations committed by male civil servants. 23 cases of minor violations and 9 cases of moderate violations committed by female civil servants and no cases of serious disciplinary violations were found. In addition, it also includes giving awards for outstanding students in accordance with the number of activities they carry out.

In educational institutions, especially in service education, the role of the caregiver can also determine the character of the student (Jufri et al., 2018; Papalapu et al., 2016; Syam et al., 2018; Wawointana et al., 2016). A firm caregiver will certainly be appreciated. So the authors want to see the extent to which the caregiver's leadership style, rewards and punishments given can influence civil servant discipline. The formulation of the problem in this study is whether there is an influence of leadership style, reward and punishment on the discipline of civil service at Institute Of Domestic Government (IPDN) West Sumatra campus. And which variable has the most influence on civil service discipline in Institute Of Domestic Government (IPDN) West Sumatra.

In the following, the author will list some theoretical foundations related to this research. According to Bejo Siswanto (2011) discipline is an attitude of respecting, appreciating, obeying, and obeying the applicable regulations, both written and unwritten and being able to carry them out and not avoiding receiving sanctions if he violates the duties and authorities given to her (Sari, 2017). In other words, discipline teaches a person to obey and obey the applicable rules and if he violates then he is ready to receive sanctions and punishments according to his violation. Mulhayat et al., (2019) there are three elements of discipline, namely habits, regulations and punishments. Meanwhile, according to Sutrisno & Sunarsi (2019), discipline has key elements including regulations, punishment, rewards, and consistency.

Sunarsi & Erlangga (2020) states that leadership style is a set of characteristics used by leaders to influence subordinates so that organizational goals are achieved or it can also be said that leadership style is a pattern of behavior and strategies that are liked and often applied by a leader. According to Saggaf et al.,(2019), leadership styles are divided into several types, namely, autocratic, free control, paternalistic, charismatic, militaristic, pseudo-democratic, and democratic. The leadership style indicators according to Kartono (2011) are being able to make decisions, able to provide motivation, being able to communicate, being able to control subordinates, being responsible, and being able to control emotions.

Award is an appreciation given to a person or group of people who obey and obey the rules. Lubis & Hanum (2020) explains that a gift is something that is given to other people because they have behaved in accordance with what they want, namely following school rules and regulations that have been determined. Waltz et al. (2020) states that there are criteria for giving awards, including giving praise, respect, and a sign of appreciation.

Furthermore, punishment according Mammen et al., (2018) is something that is given because the child makes a mistake, the child violates an applicable rule, so that by giving punishment, the child will not repeat the mistake, and punishment is given as a guidance for children to become immoral. The indicators include, among others, the form of signs, the form of words / admonitions and the forms of actions / actions.

Several studies that are relevant to this research include, the influence of the Principal's Leadership Style on Teaching Discipline for Senior High School (SMA) Teachers of the Medan Knight Private College Foundation, Volume 3 Number 2 of 2015, in which there is a significant influence between leadership style on teacher work discipline and the value of the product correlation coefficient, reaching 81% (Rofiqoh, 2015).

The purpose of this study was to determine whether the leadership style, rewards and punishments given by caregivers have an effect on civil service discipline and among the existing variables, which variables have the most influence on discipline.

METHOD

In this research, the method used is quantitative method with experimental quantitative research. According to Sani and Mashuri (2013) explanatory research is to test between hypothesized variables. Describe the relationship between variables whether associated or not. The conception of research with path analysis is to analyze the pattern of relationships between variables with the aim of knowing the direct and indirect effects of the independent and dependent variables. Here is a path analysis model.

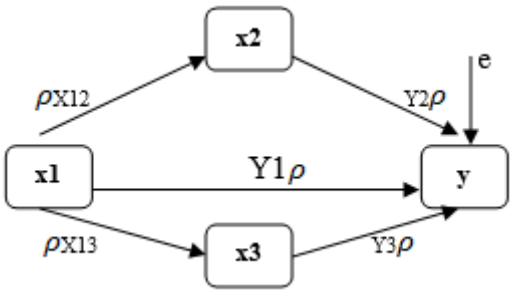


Figure 1.
Path Analysis Model

The object or place of research is carried out at Institute Of Domestic Government (IPDN) West Sumatra Campus and the research implementation time starts from March to April 2021. Population is the entire research object consisting of humans, objects, animals, plants, symptoms, test scores or events as data sources that have characteristics. in a study (Jamaludin, 2015). The population in this study were all Institute Of Domestic Government (IPDN) West Sumatra nindya praja units with a total of 405 people, with details of 274 sons and 131 daughters. Determination of the population is taken through the number of civil servants in Indonesia, can be seen in the following table:

Table 1.
Number of West Sumatra Institute Of Domestic Government (IPDN) Praja

No.	Population	Amount	Percentage (%)
1	Male Praja Region West Indonesia	153	37.78
2	Female Praja Region of West Indonesia	80	19.75
3	Male Praja Region of Central Indonesia	80	19.75
4	Female Praja Region of Central Indonesia	34	8.4
5	Male Praja Region of East Indonesia	41	10.12
6	Female Praja Region of East Indonesia	17	4.2
	amount	**405 (person)**	**100**

Source: Section Adm Keprajaan Institute Of Domestic Government (IPDN) West Sumatra 2020

From the table above, we can see that the population of male civil servants in the western region is as many as 153 people and female civil servants in the western region are as many as 80 people. For the population of Central Indonesia there were 80 men and 34 women, while for the eastern region there were 41 male civil servants and 17 girls. Malhotra in Lijan (2014) states that the sample is part of a sub-group of population elements selected to participate in a study. To calculate the sample using the Slovin formula (Jamaludin, 2015: 148).

$$n = \frac{N}{1 + N(e)^2}$$

$$n = \frac{405}{1 + 405(5\%)^2} = \frac{405}{1 + 405(0.05)^2}$$

$$n = \frac{405}{1 + 405(0.0025)} = \frac{405}{1 + (1.01)}$$

$$n = \frac{405}{2.01} = 201{,}492$$

$(round\ to\ 202)$

The sampling technique used cluster random sampling technique (sampling technique according to groups). According to Azwar (2010), sampling was carried out by randomizing groups not subjects individually. Sample size with the following allocations:

$$number\ of\ samples\ per\ class = \frac{number\ of\ samples}{number\ of\ population}\ x\ number\ of\ class$$

Table 2.
Calculation of the Number of Class Samples

No.	Population	amount	amount	Percentage (%)
1	Male Praja Region West Indonesia	$\frac{202}{405} x\ 153 = 76{,}31$	76	37.63
2	Female Praja Region of West Indonesia	$\frac{202}{405} x\ 80 = 39{,}90$	40	19.80
3	Male Praja Region of Central Indonesia	$\frac{202}{405} x\ 80 = 39{,}90$	40	19.80
4	Female Praja Region of Central Indonesia	$\frac{202}{405} x\ 34 = 16{,}95$	17	8.41
5	Male Praja Region of East Indonesia	$\frac{202}{405} x\ 41 = 20{,}44$	20	9.90
6	Female Praja Region of East Indonesia	$\frac{202}{405} x\ 17 = 8{,}47$	9	4.46
Total Number of Samples			**202 (person)**	**100**

Source: Processed by Researchers in 2021

Then the number of praja to be studied was 202 people with random sampling according to the time division area in Indonesia. With details of 76 people for male soldiers and 40 female civil servants for the western region. 40 male and 17 female civil servants for the central part of Indonesia. 20 male and 9 female civil servants for eastern Indonesia.

Variable

Research variables are anything in the form determined by the researcher to study so that information is obtained about it, and conclusions are drawn (Sugiyono, 2016: 38). The dependent variable is the variable that is influenced or becomes a result because of the independent variable (Sugiyono, 2016: 39). The dependent variable is Discipline (Y). Independent variables are variables that affect or cause changes or the emergence of the dependent variable (Sugiyono, 2016: 39). Among them are leadership style (X1), reward (X2) and punishment (X3).

Instrument Development

The research instrument is a tool used to collect, examine, investigate a problem or collect, manage, analyze and present data systematically and objectively with the aim of solving a problem or testing a hypothesis (Jamaludin, 2015). The instrument is in the form of a

questionnaire with a Likert scale. Then the variables to be measured are translated into measurable indicators. The instrument item is a question that the respondent needs to answer. Each answer is associated with a statement or attitude support that is expressed by certain criteria. Arranging the instrument by making the instrument grid based on the indicators for each variable, then arranging the items of the questions.

Research Instrument Test

The instrument needs to be tested to see the level of goodness of the instrument by means of the validity test and the instrument normality test.

1. Instrument Validity Test

Valid means that the instrument can be used to measure what should be measured (Sugiyono, 2016). This test is to find out how accurate an item is in measuring what you want to measure. Valid or not visible from the value*Corrected Item-Total Correlation,* If the validity of the question is more than the value of r table: 0.138 with $\alpha = 0.05$, then the questions are considered valid with the provisions of 202 respondents. If the value is negative or smaller than r table (0.138), then the item number is invalid. For this validation test, the assistance of the SPSS (Statistic Program of Social Science) program was used. The validity test results can be seen in the following table:

Table 3.
Instrument Validation Test

Corrected Item-Total Correlation X1	Corrected Item-Total Correlation X2	Corrected Item-Total Correlation X3	Corrected Item-Total Correlation Y
0.72	0.796	0.782	0.52
0.693	0.808	0.74	0.592
0.76	0.766	0.766	0.607
0.616	0.813	0.666	0.536
0.798		0.738	0.647
0.722			0.65
0.733			0.642
0.731			0.607
0.568			0.556
0.748			0.615
0.712			0.635
0.62			0.673
0.66			0.666

Source: Processed by Researchers in 2021

An instrument can be said to be valid if the Corrected Item-Total Correlation value is greater than the r table value. The magnitude of the r value of the table is 0.138 while we can see in the table that the values are all greater than the r value of the table. So it can be concluded that this research instrument is valid.

2. Instrument Reliability Test

Instrument reliability is the extent to which an instrument can provide consistent measurement results if used repeatedly and used several times to measure the same object will produce the same data (Sugiyono, 2011: 137). Performed with the Cronbach Alpha method. The level of reliability is measured based on a scale of numbers 0 to 1. Reliability less than 0.6 is not good, while 0.7 is acceptable and above 0.8 is good (Duwi Priyatno (2014: 64). The following is a table that shows the results of the reliability test.

Table 4.
Reliability Test

No.	Variable	Cronbach Alpha	Information
1	Leadership Style (X1)	0.933	Very Reliability
2	Award (X2)	0.908	Very Reliability
3	Punishment (X3)	0.892	Very Reliability
4	Discipline (Y)	0.902	Very Reliability

Source: processed by researchers in 2021

From the table above we can see that the value of the leadership style variable is 0.93, it can be concluded that it is very reliable. The value of the reward variable is 0.90, it can be concluded that it is very reliable. For the punishment variable is 0.89 and this is also very reliable. The last is the discipline variable with a value of 0.90 which is also very reliable.

Types and Data Collection Techniques

1. Type of Data

According to Sugiyono (2016), data sources are data sources that directly provide data to data collectors. Based on the source, the data is divided into primary data, namely data obtained from the results of direct research or directly involved using data collection techniques. Secondary data is data obtained from other parties or from existing sources. Can be obtained from existing documents to support primary data.

2. Data collection technique

To obtain data, the author uses several techniques, namely primary data collection methods with questionnaires, namely data collection techniques by providing a set of questions or written statements to respondents to be answered (Sugiyono, 2016: 162). In this study the type of closed / structured questionnaire is a questionnaire that is presented in such a way that the respondent is asked to choose one answer that suits his characteristics.put a cross mark (X) or a checklist (). A checklist or checklist is a list that contains subjects and aspects to be

observed (Riduwan, 2012: 25-27). In the research questionnaire, a measurement scale was used to measure the influence of leadership style, reward and punishment on civil service discipline at the Institute Of Domestic Government (IPDN) Campus of West Sumatra. Secondary data collection techniques by collecting document files obtained from Institute Of Domestic Government (IPDN) and especially in the civil administration section. These data include documents on the number of civil servants, list of civil service violations, Institute Of Domestic Government (IPDN) profiles, photo documentation and others needed to support primary data.

Technical Data Analysis

According to Sugiyono (2016: 147), data analysis techniques are activities after data from all respondents or other data is collected. Activities in data analysis are grouping data based on variables and types of respondents, tabulating data based on variables from all respondents, presenting data for each variable studied, performing calculations to answer problem formulations, and performing calculations for proposed hypotheses. To analyze the data, the techniques used were regression and path analysis using SPSS (Statistic Program for Social Science) software. To analyze the causal data between variables using path analysis through a structural approach. Aims to analyze the direct causal effect of the two sub-structures of the causal variable (exogenous) Leadership Style (X1), Appreciation (X2) and Punishment (X3) for Discipline (Y) and the indirect effect of Rewards (X2) and Punishment (X3) on Discipline (Y) through Leadership Style (X1). This means that what is analyzed is the causal cause and effect or the influence of exogenous variables on endogenous. The data analysis stage is as follows

1. Descriptive Analysis

Descriptive statistical analysis is an analysis used to analyze data by describing or describing the data that has been collected as it is without intending to make general conclusions or generalizations (Sugiyono, 2016: 147). This analysis was carried out to get an idea of the measurement of each variable in this study. The respondent's achievement level (TCR) is used to see how much the respondent has accomplished in answering questions. TCR can be classified with several criteria depending on the percentage of TCR achieved, for 81-100 very high, 61-80 high, 41-60 high enough, 21-40 low and 1-20 very low.

2. Classic assumption test

There are several tests that are carried out first before a correlation and regression analysis is made to test whether the model used is close to the existing reality. To test the feasibility of the regression model used, several tests were carried out including normality test, multicollinearity test, heteroscedasticity test, autocorrelation test and linearity test.

According to Duwi (2014: 78) the normality test aims to determine whether exogenous variables, endogenous variables or both are normally distributed, close to normal, not statistically. The technique used to test the normality of the data is the one-way Kolmogorovsmirnov technique or graphical analysis. The basis for making a normal decision whether or not the data to be processed includes:

i. If the sig or significance value or the probability value (p) <0.05 (95% confidence level), then the data are not normally distributed.
ii. If the sig or significance value or the probability value (p)> 0.05 (95% confidence level) then the data is normally distributed.

Multicollinearity is a condition in which the regression model finds a perfect or near perfect correlation between the independent variables (Duwi, 2014: 151). The multicollinearity test is to see whether or not there is a high correlation between the independent variables, so the relationship between the independent variables and the dependent variable becomes disturbed. In a good regression, there should not be a perfect or near perfect correlation between variables. The method used to detect the presence or absence of multicollinearity is to look at the value of the Variance Inflation Factor (VIF).

iii. If the Variance Inflation Factor (VIF) value is <than 10 then there is no multicollinearity between the independent variables.
iv. If the Variance Inflation Factor (VIF) value is> 10 then there is multicollinearity between the independent variables

The heteroscedasticity test was carried out to determine the variance inequality of the residuals for observations in the regression model. This test is used to determine any deviations from the classic assumptions of the regression model, where the regression model must meet the requirements for the absence of heteroscedasticity. The heteroscedasticity test is carried out by regressing the residual absolute value with independent variables (Basuki, 2016: 63). Then the basis for making this heteroscedasticity test decision is as follows,

v. If the sig value> 0.05, there is no heteroscedasticity
vi. If the sig value <0.05, there is no heteroscedasticity

The autocorrelation test is useful for knowing whether in a linear regression model there is a strong positive or negative relationship between the data on the research variables. A good regression model should not have autocorrelation. The test method uses the Durbin Watson (DW) method. In testing autocorrelation in this study, we will use provisions based on the value of Durbin Watson (DW). The testing criteria that must be met are as follows:

vii. If the Durbin Watson (DW) value is below -2 it means that there is positive autocorrelation
viii. If the Durbin Watson (DW) value is between -2 to +2 it means that there is no positive autocorrelation
ix. If the Durbin Watson (DW) value is above +2, it means that there is negative autocorrelation

Linearity is a condition in which the relationship between the dependent variable and the independent variable is linear or a straight line within the range of certain independent variables (Ma'ruf Abdullah, 2015: 323). Linearity test is conducted to determine whether the two variables have a linear or not significant relationship. This test was conducted to meet the prerequisites in regression analysis using the test for linearity at the 0.05 significance level. Two variables are stated to have a linear relationship if the significance (linearity) is less than 0.05.

3. Path Analysis

In this study, there is an intervening variable, namely Leadership Style (X1). A variable is called an intervening variable if the variable influences the relationship between exogenous and endogenous variables, according to Baron and Kenny in Charismawati (2011). Furthermore, the Sobel test is carried out. The aim is to find out whether the relationship through a mediating variable is significantly capable of acting as a mediator in the relationship. The sobel test is carried out by testing the indirect effect of the exogenous variable (X) on the endogenous variable (Y) through the intervening variable (M). The indirect effect of X to Y through M is calculated by multiplying the X to M (a) paths by the X to Y (b) or ab paths. So the coefficient ab = (c - c ') where c is the effect of X on Y without controlling M while c' is the coefficient of influence of X on Y after controlling for M. The standard error coefficients a and b are written as Sa and Sb. The amount of standard error has the effect of indirect mediation.

4. Hypothesis testing

After testing the fulfillment of the analysis requirements as a research study. Furthermore, the researchers tested the research hypothesis as follows:

x. Leadership style (X1) has an effect on reward (X2)
xi. Leadership style (X1) affects punishment (X3)
xii. Leadership style (X1) affects discipline (Y)
xiii. Award (X2) affects Discipline (Y)
xiv. Punishment (X3) affects Discipline (Y)
xv. Leadership style (X1) through reward (X2) affects Discipline (Y)
xvi. Leadership style (X1) through punishment (X3) affects discipline (Y)

RESULT AND DISCUSSION

The research was conducted with the aim of knowing the effect of leadership style, reward and punishment on civil service discipline in institute of domestic government (ipdn) west sumatra. The data used are primary data by distributing questionnaires / questionnaires to the nindya praja institute of domestic government (ipdn) west sumatra unit. With a sample size of 202 people. After the data is collected, it is necessary to analyze the data using the spss 20.0 for windows application. The following results are obtained:

Research result

1. Descriptive analysis

To find out the respondent's level of achievement (tcr) we can test it using ms. Excel. The results are as follows.

Table 5.
TCR Result for Variable X1

No. Research Instrument	TCR	idx %	TCR criteria
1	710	87.87	Very high
2	674	83.42	Very high
3	669	82.80	Very high
4	675	83.54	Very high
5	682	84.41	Very high
6	685	84.78	Very high
7	664	82.18	Very high
8	684	84.65	Very high
9	689	85.27	Very high
10	672	83.17	Very high
11	693	85.77	Very high
12	629	77.85	High
13	671	83.04	Very high

Source: processed by researchers in 2021

From the table above, it can be seen that the value of the IDX TCR percentage is on average above 80% and only one instrument has a value of 77%, but this is still good. So it can be concluded that the research instrument for leadership style variables (X1) number 1 to 11 and 13 has a very high level of respondent achievement and instrument number 12 has a high level of respondent achievement.

Table 6.
TCR Result for Variable X2

No Research Instrument	TCR	idx %	TCR criteria
1	678	83.91	Very high
2	676	83.66	Very high
3	660	81.68	Very high
4	642	79.46	High

Source: processed by researchers in 2021

From the table above, it can be seen that the TCR index percentage value for the reward variable (X2) instrument numbers 1 to 3 has a very high value because it is greater than 80% while for number 4 it has a value of less than 79% so it is categorized as high.

Table 7.
TCR Result for Variable X3

No. Research Instrument	TCR	idx %	TCR criteria
1	681	84.28	Very high
2	673	83.29	Very high
3	704	87.13	Very high
4	668	82.67	Very high
5	708	87.62	Very high

Source: processed by researchers in 2021

From the table above, it can be seen that the tcr index percentage value for the punishment variable (x3) has a very high value because it is greater than 80%.

Table 8.
Result of TCR Variable Y

No Research Instrument	TCR	idx %	TCR criteria
1	767	94.93	Very high
2	736	91.09	Very high
3	731	90.47	Very high
4	732	90.59	Very high
5	674	83.42	Very high
6	696	86.14	Very high
7	662	81.93	Very high
8	699	86.51	Very high
9	712	88.12	Very high
10	747	92.45	Very high
11	683	84.53	Very high
12	687	85.02	Very high
13	678	83.91	Very high

Source: processed by researchers in 2021

From the table above, it can be seen that the TCR index percentage value for the discipline variable (Y) is greater than 80%, so it has a very high value. So the conclusion for the overall level of respondent achievement is very high and the instruments used are acceptable to meet the requirements in measuring the level of achievement of the respondent.

2. *Classic assumption test*
   To test the feasibility of the regression model, the following tests are used:

i. Normality test
After processing the data using the SPSS 20.0 application, the following results were obtained.

Table 9.
Normality Test Results

One-Sample Kolmogorov-Smirnov Test		
		Unstandardized Residual
N		202
Normal Parametersa, b	Mean	0E-7
	Std. Deviation	3,32789738
Most Extreme Differences	Absolute	, 071
	Positive	, 071
	Negative	-, 067
Kolmogorov-Smirnov Z		1,005
Asymp. Sig. (2-tailed)		**, 265**
a. Test distribution is Normal.		
b. Calculated from data.		

The amount of significant value or probability value is 0.265. This value is greater than 0.05, it can be concluded that the data is normally distributed and suitable for use.

ii. Muliticollinearity Test
After the data was processed with SPSS 20.0, the results for the multicollinearity test were obtained as follows.

Table 10.
Multicollinearity Test Results

Coefficientsa

Model		Unstandard-dized Coefficients		Standard-dized Coef-ficients	t	Sig	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	Constant	14,673	1,975		7,428	, 000		
	X1	, 471	, 059	, 541	7,979	, 000	, 468	2,135
	X2	, 382	, 143	, 171	2,672	, 008	, 527	1,897
	X3	, 303	, 119	, 142	2,544	, 012	, 688	1,453

a. Dependent Variable: Y
Source: processed by researchers in 2021

It can be seen and concluded that there are no symptoms of multicollinearity because the VIF value is not more than 10. Then this regression model can be said to be good.

iii. Heteroscedasticity Test

After processing the data with the SPSS application, the following results were obtained.

Table 11.
Heteroscedasticity Test Results

Coefficientsa

Model		Unstandard-dized Coefficients		Standard-dized Coef-ficients	t	Sig.
		B	Std. Error	Beta		
1	Constant	6,147	1,231		4,993	, 000
	X1	-, 012	, 037	-, 032	-, 313	, 755
	X2	-, 139	, 077	-, 331	-1,805	, 078
	X3	-, 039	, 074	-, 044	-, 528	, 598

a. Dependent Variable: RES2
Source: processed by researchers in 2021

From table 11 it can be seen that the significance value of the variable X1 is 0.755. The significance value of the X2 variable is 0.078 and the significance value of the X3 variable is 0.598. The significance value of all variables is greater than 0.05, so it can be concluded that there is no heteroscedasticity symptom. This regression can be used because it meets the requirements.

iv. Autocorrelation Test

After processing the data, the following results are obtained.

Table 12.
Autocorrelation Test Results

Model Summary b

Model	R	R Squ-are	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	, 757a	, 574	, 567	3,353	2,179

a. Predictors: (Constant), X3, X2, X1

b. Dependent Variable: Y

Source: processed by researchers in 2021

The amount of the watson durbin value is 2.79 which according to the rule if there are more than 2 then the autocorrelation is negative. So it can be concluded that there is no autocerrelation and this regression model is good to use.

v. Linearity Test

The processed data has obtained the following results.

Table 13.
Results of Linearity Y - X1

ANOVA Table

			Sum of Squares	**Df**	**Mean Square**	**F**	**Sig.**
Y * X1	Bet-ween Gro-ups	(Com-bined)	3077,034	23	133,784	11,097	, 000
		Linear-ity	2818,682	1	2818,682	233,811	, 000
		Devia-tion from Linear-ity	258,352	22	11,743	, 974	, 499
	Within Groups		2145,857	178	12,055		
	Total		5222,891	201			

Source: processed by researchers in 2021

From table 13, it can be seen that the value of the linearity of variable Y on X1 is 0.000 <0.005, it can be concluded that there is a linear relationship between variable X1 and variable Y.

Table 14.
Results of Linearity Y - X2

ANOVA Table

			Sum of Squares	Df	Mean Square	F	Sig.
Y * X2	Bet-ween Gro-ups	(Com-bined)	2197,883	9	244,209	15,500	, 000
		Linear-ity	1902,467	1	1902,467	120,751	, 000
		Devia-tion from Linear-ity	295,416	8	36,927	2,344	, 020
	Within Groups		3025,008	192	15,755		
	Total		5222,891	201			

Source: processed by researchers in 2021

From table 14 it can be seen that the value of the linearity significance of the variable Y on X12 is 0.000 <0.005, it can be concluded that there is a linear relationship between variable X2 and variable Y.

Table 15.
Y - X3 Linearity Results

			Sum of Squares	Df	Mean Square	F	Sig.
Y * X3	Bet-ween Gro-ups	(Com-bined)	1768,584	9	196,509	10,923	, 000
		Linear-ity	1389,084	1	1389,084	77,209	, 000
		Devia-tion from Linear-ity	379,500	8	47,437	2,637	, 009
	Within Groups		3454,307	192	17,991		
	Total		5222,891	201			

Source: processed by researchers in 2021

From table 15 it can be seen that the value of the linearity of variable Y on X1 is 0.000 <0.005, it can be concluded that there is a linear relationship between variable X3 and variable Y.

3. Path Analysis

Path analysis was performed using multiple regression methods through SPSS to see the effect of the independent variable on the dependent variable. The relationship between variables is divided into two models.

i. Path Model 1 (Relationship between X1 and X2 and X1 and X3)

To see the effect of X1 on X2 partially with the t test, as follows:

Table 16.
Effect of X1 on X2 Partially (t test)

Coefficientsa

Model		Unstandard-dized Coefficients		Standard-ized Coefficient	t	Sig.
		B	Std. Error	Beta		
1	Constant	1,622	, 887		1,828	, 069
	X1	, 265	, 020	, 680	13,105	, 000

a. Dependent Variable: X2

It can be seen that the significance value of X1 to X2 is 0.00 <0.05, which means that there is a direct and positive effect (constant value of 0.265) on X2. The value of t count 13.105> t table 1.652. There is a partial effect between X1 and X2. The magnitude of the influence of X1 on X2 is 0.680 or 68%. For value$e2 = \sqrt{1 - r\,sq}$ = **EQUAL TO 0.73.**$\sqrt{1 - 0,462}$

The influence of the caregiver's leadership style on the awarding of this award is in accordance with Paul Hersey and Ken Blanchard (2010), saying that a leader must adjust his leadership style with the development stage of his subordinates (follower development level), which is based on the extent of the subordinates' readiness to carry out a task which includes the need for competence and motivation. So the caregiver must know which praja deserves the award.

Next is the influence of leadership style on punishment, as follows.

Table 17.
Effect of X1 on X3 Partially (t test)

Coefficientsa

Model		Unstandard-dized Coefficients		Standard-dized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	Constant	7,274	1,065		6,829	, 000
	X1	, 223	, 024	, 546	9,214	, 000

a. Dependent Variable: X3

From the table above, it can be seen that the significance value of X1 to X3 is 0.000 <0.05, which means that there is a positive direct effect (constant value 0.223) on X3. For the t value of 9.214> t table 1.652) there is a partial influence between X1 and X3. The magnitude of the influence of X1 on X3 is 0.546 or 54.6%. For value$e3 = \sqrt{1 - r\,sq}$ = **EQUAL TO 0.54.**$\sqrt{1 - 0,462}$.

There is an influence between leadership style and punishment. As well as rewards, punishment must also be given to the caregiver to the civil servant who committed the offense. The amount of punishment depends on the magnitude of the mistakes committed by the praja.

Thus the path diagram for model 1 is obtained as follows,

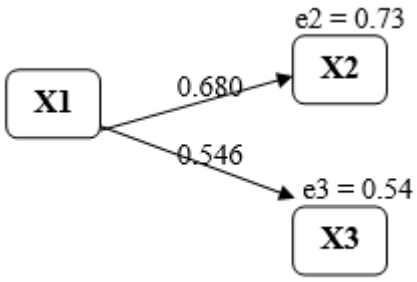


Figure 2.
Model Path 1

ii. Path Model 2 (Relationship between X1, X2 and X3 against Y)
To see the magnitude of the influence of X1, X2 and X3 on Y partially with the t test as follows,

Table 18.
Effect of X1, X2 and X3 on Y Partially (t test)

Coefficientsa

Model		Unstandard-dized Coefficients		Standard-dized Coef-ficients	t	Sig.
		B	Std. Error	Beta		
1	Cons-tant	14,673	1,975		7,428	, 000
	X1	, 471	, 059	, 541	7,979	, 000
	X2	, 382	, 143	, 171	2,672	, 008
	X3	, 303	, 119	, 142	2,544	, 012

a. Dependent Variable: Y

The significance value of X1 is 0.000 <0.05, which means that there is a direct and positive effect (constant value 0.471) on Y. For the t value of 7.979> t table 1.652. Then there is a partial effect between X1 and Y. The significance value of X2 is 0.008 <0.05, which means that there is a direct and positive effect (constant value of 0.382) on Y. For the t value of 2.672> t table 1.652. Then there is a partial effect between X2 and Y. The significance value of X3 is 0.012 <0.05, which means that there is a direct and positive effect (constant value 0.303) on Y. For the t value 2.544> t table 1.652. Then there is a partial effect between X3 and Y.

The magnitude of the influence of X1 on Y is 0.541 or 54.1%. The magnitude of the influence of X2 on Y is 0.171 or 17.1% and the magnitude of the influence of X3 on Y is 0.142 or 14.2%. For value$e4 = \sqrt{1 - r\,sq}$ **= EQUAL TO 0.65.**$\sqrt{1 - 0,574}$

Leadership style affects discipline, because according to Unaradjan (2003) another meaning of the word discipline is someone who follows their leader. Furthermore, rewards and punishments have an effect on discipline because according to Hurlock (2012) penalties are given to people who commit violations, causing a deterrent effect. While the award is given to those who obey the existing rules.

Furthermore, the influence of leadership style, rewards and punishments has an effect on discipline simultaneously.

Table 19.
The Effect of X1, X2 and X3 on Y Simultaneously

ANOVAa

Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	2996,836	3	998,945	88,853	, 000b
	Residual	2226,055	198	11,243		
	Total	5222,891	201			

a. Dependent Variable: y

b. Predictors: (Constant), x3, x2, x1

Based on the table above, it is known that F count 88.853> F table 0.377, so there is an effect of X1, X2, X3 simultaneously on Y.

The caregiver's leadership style, reward and punishment influence the discipline of civil service. Because when the caregiver finds a civil servant who violates it, they will be given a penalty so that they obey the existing rules and praja who obey and excel will be rewarded according to their actions. This is supported by research conducted by Rafiqoh (2015), in which there is a significant influence between the leadership style of the principal on the work discipline of teachers at SMA Medan Kesatria Private College Foundation, with a product correlation coefficient value reaching 81%. And research conducted by Fitriatul (2021) where compensation, reward, punishment, and leadership have a positive and significant effect on employee work discipline at PT. Asphalt Multi Sarana Gresik.

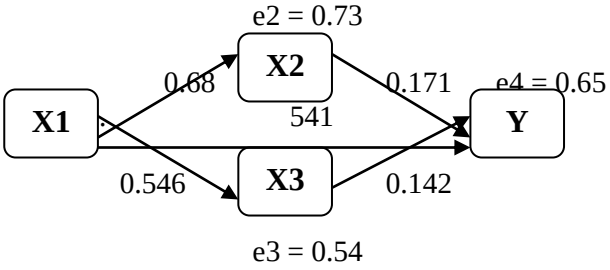
According to Aldri (2011) discipline is a significant work culture for the administration of public administration, public services and improving the performance of civil servants. So it is hoped that disciplined civil servants will become civil servants who are able to provide the best service for the community. In research Aldri (2011) states that the effectiveness of Satpol PP in enforcing the law on disciplinary work culture should be followed by real punishment and reward actions in accordance with applicable regulations.

The relationship of each worker, the workings of a leader and subordinates, and the creation of an orderly division of labor are a leadership process carried out by a leader in influencing and achieving organizational goals (Fitri in Frinaldi, 2020). The carer as a leader

must be able to direct the student in carrying out their duties and obligations and influence the student to obey the rules that apply at the Institute Of Domestic Government (IPDN) Campus.

According to Hersey, Blanchard, and Johnson (A. Frinaldi and F. Erlangga, 2013): "leadership is the activity of influencing people to strive willingly for group objectives". (leadership is an activity to influence people to try to achieve group goals voluntarily). Where the carer as the leader of the praja is given the task by the institution to guide and supervise every movement and activity of the student. Given the power to give penalties or rewards to civil servants who are entitled to receive them in accordance with petadupra in the hope that those who violate will obey and those who are already good will continue to be good in order to achieve the goals of the institute of domestic government (ipdn) institution in producing quality, disciplined and reliable asn in serving the community. Furthermore, the path 2 model diagram is obtained as follows,

Figure 3.
Path analysis model 2



4. Hypothesis testing

i. Direct Influence

a) The effect of X1 on X2 is 68%
b) The effect of X1 on X3 is 54.6%
c) The effect of X1 on Y is 54.1%
d) The effect of X2 on Y is 17.1%
e) The effect of X3 on Y is 14.2%

ii. Indirect Influence

a) X1 - X2 - Y = 90.88%
The effect of X1 through X2 on Y is the multiplication of the beta value X1 against X2 with the beta value X1 and Y.
X1 - X2 - Y = (0.680 x 0.541) = 0.3678 or 36.78%. Then the value of the indirect effect was obtained at 36.78%. So the total effect given by X1 to Y through X2 is direct effect + indirect effect = 54.10% + 36.78% = 90.88%

b) X1 - X3 - Y = 83.63%
The effect of X1 on through X3 on Y is the multiplication of the beta value X1 against X3 with the beta value X1 and Y.

X1 - X3 - Y = (0.546 x 0.541) = 0.2953 or 29.53%. Then the value of the indirect effect is obtained at 29.53%. So the total effect given by X1 to Y through X3 is the direct effect + indirect effect = 54.10% + 29.53% = 83.63%.

The variable that most influences discipline is the influence of leadership style through respect for discipline with an effect of 90.88%.

CONCLUSION

The conclusions that can be drawn from this research are as follows: 1) For the direct effect of leadership style, it affects the rewards by 68% Leadership style has an effect on punishment by 54.6%. Leadership style affects discipline by 54.1%. Rewards have an effect on discipline by 17.1% and punishment has an effect on discipline by 14.2%. Furthermore, for the indirect effect of leadership style through rewards for discipline by 90.88%, and 2) The influence of leadership style through punishment on discipline is 83.63%. So the variable that has the most influence on discipline is the variable of leadership style through respect for discipline with a percentage of 90.88%.

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