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## **ANALYSIS ON THE INFLUENCE OF LEADERSHIP AND WORK ETHIC ON PERFORMANCE WITH DISCIPLINE AS INTERVENING VARIABLE ON THE EMPLOYEES AT THE RECTORAL BUREAU OF STATE UNIVERSITY OF MEDAN**

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### **ABSTRACT**

State University of Medan is one of many government agencies which has the obligations to provide services to the community especially in the field of education. As an element of service providers within the agency, employee or administrative staff performance hold a very strategic role in achieving organizational goals in the future. To win the competition, employees are required to have a leadership spirit, a good work ethic and high discipline in order to meet the optimal performance. The objective of the research was to find out and to analyze the influence of leadership and work ethic on discipline, discipline on work performance, leadership and work ethic on work performance, leadership on work performance through discipline and also to find out and to analyze the influence of work ethic on work performance through discipline on the employees at the Rectoral Bureau of State University of Medan. Using the simple random sampling technique and using the slovin formula with 5% of allowance, then 104 employees are obtained in this study. Data were collected through questionnaires, interviews and documentation studies. The result of the research showed that leadership and work ethic had positive and significant influence on discipline, that discipline had positive and significant influence on work performance, leadership and work ethic had positive and significant influence on work performance, leadership had positive and significant influence on work performance through discipline, work ethic had positive and significant influence on work performance through discipline the employees at the Rectoral Bureau of the State University of Medan and as well as the mediation test using the Sobel test prove that the discipline is intervening variable in this study.

**Keywords:** *leadership, work ethic, discipline, performance*

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