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## THE INFLUENCE OF MOTIVATION, DISCIPLINE AND LEADERSHIP ON THE SPIRIT OF CADETS IN PRACTICAL SAILING ACTIVITIES ON TRAINING SHIP AT BAROMBONG SHIPPING POLYTECHNIC

Aswar\*<sup>1</sup>, Sylvia Sjarlis<sup>2</sup>, Deddy Rahwandi Rahim<sup>3</sup>

<sup>123</sup>Institute of Technology and Business, Nobel Indonesia Makassar

e-mail: \*[pipaswar@gmail.com](mailto:pipaswar@gmail.com), [sylviaakuntansi@gmail.com](mailto:sylviaakuntansi@gmail.com) [deddyrahwandi@gmail.com](mailto:deddyrahwandi@gmail.com)

### *Abstract*

*This study aims to determine and analyze the influence of motivation, discipline and leadership on the spirit of cadets in sailing practice activities on training ships at the Barombong Shipping Polytechnic. This research approach is a quantitative approach. The research was conducted at the Barombong Shipping Polytechnic and carried out from December 2021-January 2022. The research population was cadets of practicing sailing on a training ship at the Barombong Shipping Polytechnic, totaling 70 people with a sample of 70 employees. The results showed that there was no partial effect between motivation and enthusiasm for learning cadets, there was a positive and partially significant influence between discipline and leadership on the spirit of cadets, and simultaneously motivation, discipline and leadership had a positive and significant effect on the spirit of cadets in sailing practice activities. training ship at the Barombong Shipping Polytechnic. The value of the coefficient of determination in this study is 0.686*

**Keywords:** *motivation, discipline, leadership and enthusiasm*

### INTRODUCTION

In the current era of globalization and modernization, allow material changes to occur. These changes cover several aspects such as political, social, cultural. The progress of the times should not always have a negative impact. One of the impacts of the progress of the times that is very clear is the decline in discipline, especially among the younger generation.

Motivation is a very important aspect in creating the success of the learning process. It often happens that students who are underachieving are not caused by their lack of ability, but because of low student learning motivation so that they do not try to exert all their abilities. sometimes this element of motivation is forgotten by the teacher, the teacher often forces students to accept the subject matter he conveys. Motivation is one of the things that influence human behavior, Motivation is also known as a driver, desire, support or needs. needs that can make someone excited and motivated to reducing and fulfilling one's own impulses, so that one can act and act according to certain ways that will lead to the optimal direction. Motivation comes from the Latin word (movemore) which means encouragement or move. Motivation (motivation) in management is only aimed at human resources in general and subordinates in particular. Motivation questioning how to direct the potential power of subordinates, so that they want work productively together successfully achieve and realize the goals that have been determined Malayu S.P Hasibuan, (2009) Work discipline can be defined as an attitude of respect, respect, obedience and adherence to applicable regulations, both written and unwritten and able to carry them out and not shy away from accepting sanctions if he violates the duties and authority given to him. (Sastrohadiwiryono, 2003).

Discipline seems to be ignored anymore. In fact, discipline has an important role in the formation of the character of every human being. Concretely visible behavior that

often occurs in the country can be seen from the mass media or electronics, where figures or figures from the rulers who are supposed to be role models have behavior that does not pay attention to discipline. Like board members watching videos during meetings, and chatting.

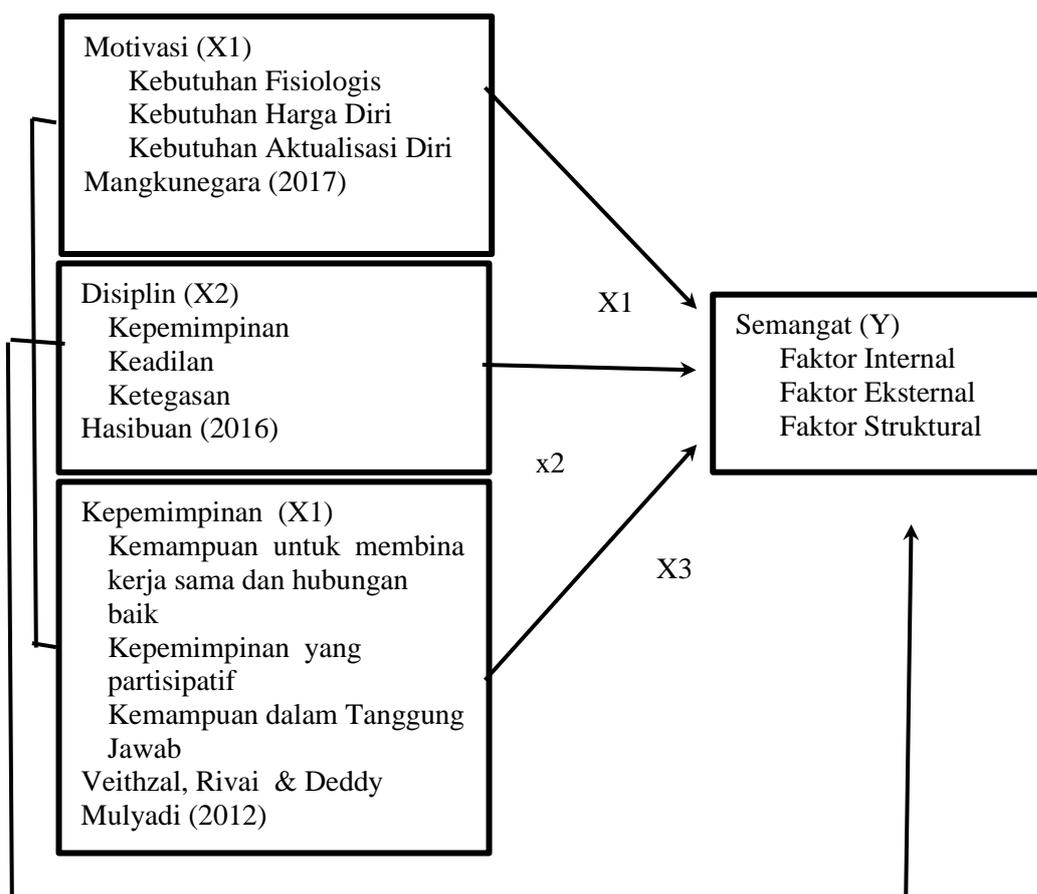
Logically, how can ordinary people uphold discipline if even the rulers above cannot set a good example. We don't always have to highlight problems related to discipline within the nation and state, but we have to pay attention to life and the environment that is smaller and that is closest to the life around us. The environment is school.

School as a formal educational institution is a very important component in developing student discipline. Student behavior is formed and influenced by various factors, including environmental, family and organizational factors.

The progress of a company depends heavily on the leadership function and the enthusiasm of the cadets concerned. The role of leadership is very important in order to improve the existence and survival of the organization to spur and motivate cadets to have a high enthusiasm for learning. Therefore, leadership is the key in management which plays the most important role in the survival of an organization.

Factors that affect employee morale, namely leadership as an innovator (leaders are required to carry out various innovations both concerning product development, effective and efficient management systems, capable in the conceptual field which are all carried out in an effort to maintain and or increase company productivity) lack of ability owned by the leadership.

Figure 1. Concept Framework



The hypothesis in this study are:

- H1 : There is a positive and significant influence between Motivation on Enthusiasm in Cadets Practice Sailing Activities on Training Ships at the Barombong Shipping Polytechnic
- H2 : There is a positive and significant influence between Discipline on Enthusiasm in Cadets Practice Sailing Activities on Training Ships at the Barombong Shipping Polytechnic
- H3 : There is a positive and significant influence between leadership on Enthusiasm in Cadets Practice Sailing Activities on Training Ships at the Barombong Shipping Polytechnic
- H4 : There is a positive and significant influence simultaneously between Motivation, Discipline, and leadership on Enthusiasm in Cadets Sailing Practice Activities on Training Ships at Barombong Shipping Polytechnic

### RESEARCH METHODS

This research is a quantitative research conducted on a training ship at the Barombong Shipping Polytechnic. and held in December 2021-January 2022. The target population in this study were cadets, totaling 70 people, with a total sample of 70 cadets. This research is a research with a quantitative approach with data analysis techniques in this study using Multiple Linear Regression Analysis.

### RESULTS AND DISCUSSION

#### Results

Statistical calculations in the multiple linear regression analysis used in this study were made with the help of the IBM SPSS for Windows version 23 computer program. The full results of data processing using the SPSS program are in the appendix and are further explained in the following table:

Table 1. Multiple regression coefficient test results

<b>Coefficients<sup>a</sup></b>								
Model	Unstandardized Coefficients		Standardized Coefficients	T	Sig.	Collinearity Statistics		
	B	Std. Error	Beta			Tolerance	VIF	
(Constant)	5.590	3.290		1.699	.094			
X1	-.157	.128	-.140	-1.222	.226	.363	2.758	
x2	.521	.092	.528	5.639	.000	.542	1.844	
X3	.479	.099	.518	4.828	.000	.414	2.416	

a. Dependent Variable: SEMANGAT

Source: Results of Questionnaire Data Analysis

The regression equation model that can be written from these results in the form of the regression equation is as follows:

$$Y = 5.590 + -0,157X1 + 0,521X2 + 0,479X3$$

The regression equation can be described as follows:

1. A constant of 5,590 means that if there is no change in the variables X1, X2, and X3, then the spirit value is 5,590

2. The regression coefficient of the motivation variable has a negative direction in its effect on cadet enthusiasm. The coefficient value of -0.157 indicates that if there is an increase in motivation in variable X1 then Y or cadet enthusiasm increases by -0.157.
3. The regression coefficient of the discipline variable has a positive direction in its effect on cadet enthusiasm. The coefficient value of 0.521 indicates that if there is an increase in discipline in the X2 variable then Y or cadet enthusiasm increases by 0.521
4. The leadership variable regression coefficient has a positive direction in its effect on cadet enthusiasm. The coefficient value of 0.479 indicates that if there is an increase in leadership in the variable X3 then Y or cadet enthusiasm increases by 0.479

**Partial hypothesis testing**

**1. The effect of motivation on the spirit of cadets**

The test results obtained the t value for the motivational variable showing the t value = -1.222 while the t table value for n 70 was 1.996 thus the calculated t value was smaller than the t table value so that the results stated that there was no influence between motivation on cadet enthusiasm and the value a significance of  $0.226 > 0.05$ . With a significance value above 0.05 it indicates that motivation has no significant effect on the spirit of cadets.

**2. The Effect of Discipline on the Spirit of Cadets**

The test results obtained for the t value for the discipline variable showed a t value = 5.639 while the t table value for n 70 was 1.996 thus the calculated t value was greater than the t table value so that the results stated that there was an influence between discipline on the spirit of cadets with a significance value of  $0.000 < 0.05$ . With a significance value below 0.05 it shows that discipline has a significant influence on the spirit of cadets.

**3. The influence of leadership on employee performance**

The test results obtained the t value for the leadership variable showing the value of t = 4.828 while the t table value for n 70 is 1.996 thus the calculated t value is greater than the t table value so that these results state that there is an influence between leadership on the spirit of cadets with a significance value of  $0.000 < 0.05$ . With a significance value below 0.05, it shows that leadership has a significant influence on the morale of cadets.

**F Test (Simultaneous Hypothesis Testing)**

The F test is intended to find out whether the independent variables in this case are motivational variables, discipline variables, leadership variables have a joint effect on the spirit of cadets. The results of the calculation of the F test to test the relationship of the independent variables together are obtained in the following table:

Table 2. ANOVA test results

ANOVA <sup>a</sup>						
Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	551.343	3	183.781	48.019	,000 <sup>b</sup>
	Residual	252.600	66	3.827		
	Total	803.943	69			
a. Dependent Variable: SEMANGAT						
b. Predictors: (Constant), Motivation, discipline and leadership						

Source: Data Processed in 2021

Based on the results of the SPSS output, the calculated F value was 48,019 and a significance value (Sig.) of 0.000. The calculated F value is  $48,019 > F$  table is 2.74 and the significance value is  $0.000 < 0.05$ , it can be concluded that the variables of Motivation, Discipline, and Leadership simultaneously influence the spirit of Cadets in the Practice of Sailing on Training Ships at the Barombong Shipping Polytechnic

### Coefficient of Determination

The coefficient of determination is used to determine how much influence the independent variables have on the dependent variable. The value of the coefficient of determination is determined by value *R square*

Table 3. Determination Coefficient Test Results

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.828 <sup>a</sup>	.686	.672	1.956	2.278
a	Predictors: (Constant), Motivation (X1), Discipline (X2), leadership (X3).				
b	Dependent Variable : Enthusiasm (Y)				

Source: Data Processed in 2021

The results of the regression calculation show that the coefficient of determination R.Square obtained is 0.686. This means that 68.6% of cadet enthusiasm is influenced by motivation, discipline and leadership while the remaining 31.4% of cadet enthusiasm is influenced by other variables not examined in this study.

### Discussion

The results of this study indicate two X variables, namely Discipline and leadership, have a positive and significant effect on cadet enthusiasm, while one x variable, namely motivation, has no significant effect on cadet enthusiasm.

Winardi (2016) argues that some views on power believe that power is a potential power that exists in humans, which can develop independently or through external forces which basically revolve around monetary and non-monetary rewards. Monetary rewards can have a positive or negative impact on performance. Meanwhile, Malayu (2015) suggests that the notion of motivation is to question how to arouse the enthusiasm of subordinates to want to work hard by providing all abilities and skills to achieve organizational goals. ..

According to Mike. Donald (Sardiman, 2007) suggests that motivation is a change in energy in the human body which is characterized by the emergence of "feelings" and precedes the response to goals. From Mike's understanding. Donald contains three important elements, namely: motivation triggers energy changes for everyone (although motivation comes from within humans), its appearance will involve human physical activity, and motivation is characterized by the emergence of feelings / feelings related to psychological consequences. Problems, influences and emotions, and can determine human behavior, so that it will stimulate motivation, because there are goals and objectives related to demand issues.

According to Hasibuan's definition (2016), work discipline means employees always go to work and go home on time, do all their work properly, and comply with all applicable company regulations and social norms. In essence, discipline is that employees are responsible for the work done, emphasize the smallest possible problems and prevent the development of errors that may occur, and comply with all established rules.

leadership affects the spirit of cadets, meaning that a person's leadership has a significant impact on the enthusiasm of these cadets in their campus environment. Greenberg and Baron define leadership as a process in which a person influences other group members to achieve group or organizational goals. Leaders are individuals who are in groups or organizations that have the greatest influence on others (Wibowo, 2014).

Leadership refers to when a person mobilizes institutional, political, psychological and other resources to generate, participate and realize the motivation of followers. Leadership is a process designed to make people understand the benefits of working with others, so that they can understand and do To this point. (Gary, 2010).

Enthusiasm is a very strong feeling that is experienced by everyone, it can be seen as a fundamental part of an activity so that something can be aimed at directing potentials that generate, animate, grow a high level of desire. Learning is a process of changing behavior through education or more specifically through training procedures. According to the traditional view, learning is an attempt to acquire a number of knowledge. Meanwhile, according to the modern view, learning is a process of changing behavior due to interaction with the environment.

## **CONCLUSION**

Based on the results of research and data analysis conducted by researchers on cadets in sailing practice activities on training ships at the Barombong shipping polytechnic, the following conclusions are obtained:

1. Partially motivational variable does not have a significant effect on the enthusiasm of cadets in the practice of sailing on a training ship at the Barombong shipping polytechnic
2. The discipline variable partially has a positive and significant effect on the enthusiasm of the cadets in the practice of sailing on a training ship at the Barombong Shipping Polytechnic
3. The leadership variable partially has a positive and significant effect on the enthusiasm of cadets in the practice of sailing on a training ship at the Barombong shipping polytechnic.
4. The variables of motivation, discipline and leadership simultaneously have a positive and significant effect on the enthusiasm of cadets in the practice of sailing on training ships at the Barombong Shipping Polytechnic.

## **SUGGESTION**

Based on the conclusions obtained in this study, there are several suggestions that need to be conveyed by researchers, among others

1. For Related Agencies  
The research conducted shows that discipline and leadership influence the enthusiasm of cadets in sailing practice activities on training ships at the Barombong shipping polytechnic. so it is hoped that the relevant agencies will maintain consistency in the discipline of cadets and the attitude of the leadership towards cadets in order to maintain the enthusiasm of the cadets in the practice of sailing on training ships at the Barombong shipping polytechnic
2. For further researchers  
It is hoped that future researchers can look at other variables that were not used in this study, to see an increase in cadet enthusiasm

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