

INFLUENCE STYLE LEADERSHIP AND MOTIVATION WORK TO PERFORMANCE EMPLOYEE

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Abstract : Goal study This For now influence style leadership and motivation Work in a way partial and simultaneous to performance employee Central Kalimantan provincial DPRD secretariat office . Population in study This is employee office Central Kalimantan Province DPRD Secretariat . Sample in study This employee office Central Kalimantan DPRD secretariat , totaling 61 employees Based on the results of the tests carried out, the leadership style variable partially shows that there is a significant influence on employee performance variables. The work motivation variable partially shows that there is a significant influence on the employee performance variable, and the two independent variables, namely leadership style and work motivation together (simultaneously) have an effect on the employee performance variable.

Keywords : _ *Leadership Style , Motivation and Performance Employee*

1. Introduction

Organizations consist of many resources, namely financial resources, source Power information, source Power physique, as well as source Power man. Source Power financial No can used without exists source Power people, human resources will not function without support from financial resources, and so on between resources other power. This is where management science has an important role organization in manage resources resources Which owned. Legislative institutions as a form of organization with work in the world of elemental services the state has working human resources inside it. Therefore, legislative institutions need management in managing existing resources. One of the important resources In legislative institutions what requires management are resources people as employees. A good organization consists of employees who able to work and have good skills. To achieve things In this context, employees as a resource must be managed through a system management, ie management source Power man (HRM/ *Human Resources*

Management). On knowledge management, source Power man This is a separate section that is discussed specifically. In the modern era, HRM get attention special from institution nor company.

Good HR management can bring an organization/company to can survive , be competitive *and* produce profit. There are many parts and factors in HR management that can be influence matter the. Process recruitment And selection, training And development, compensation, culture organization, style leadership, motivation employee, until system orderly And regarding law No can released from management HR. All part HR the own management, planning And implementation Which in accordance with development situation Which happen. It's walking wheel organization No can regardless from condition internal and external to the organization. The situation and condition of the organization internally and external can directly influence employee performance as task execution function. Conducive internal organizational working conditions can be achieved creates a sense of security and comfort for employees. Internal factors can influence condition Work in a way internal between other style leadership And motivation Work. Leadership Which Good And in accordance with condition employee can make employee do workwith Good. But on in fact, style leadership Which practiced by leader Not yet Of course in accordance with characteristics employees and work environment. The individual character of the leader is decider style type leadership Which will be put into practice.

Problems that occur in the office Central Kalimantan Province DPRD Secretariat Now This is leader DPRD always changes according to the terms of office of the DPRD members who are automatically inactive when entering 1 (one) election period (general election), requiring employees to always be active following changes in the composition of the leadership , yet Again added with problem staffing during the period previously not _ Of course resolved , too related various factor individual from every long -term employee This Already walking . Even very possible if happen change leader will change element structure moderate staffing _ walking .

2. Theoretical studies

2.1 Understanding Style Leadership

Leadership according to Jatmika (2021) is reflection style leadership in lead . According to House and Mitchell (1976) in their theory " *House's path-goal theory of leadership* " as quoted by Yukl, (2009:4) saying that leadership is ability individual For influence, motivating, And make person other capable give his contribution sake organizational effectiveness and success. Lanier (2012:10) explain that term leader refers on individual Which play a certain role as a leader or of a certain role use leadership behavior. The term leadership refers to a functions that a person can fulfill. Leadership is provided by something group against its members.

Rivai (2014:42) state style leadership is a set of characteristics that leaders use to influence subordinates totarget organization achieved or can also said that style leadership is pattern behavior And strategy Which liked And often implemented by a leader. Leadership style that shows, directly or indirectly, about a leader's beliefs to ability his subordinates. It means style leadership is behavior and strategy, as outcomes combination from philosophy, skills, characteristic, attitude, often applied a leader when he tried influence performance his subordinates.

Style leadership according to opinion Hasibuan (2014:170) style leadership divided into three part:

- a. **Authoritarian Leadership.** Authoritarian Leadership is if power or authority, most of which absolutely remains with the leader or if the leader adheres to a system of centralized authority. Taking decision And wisdom is simply established himself by leader
- b. **Leadership Participative.** Leadership Participative is if His leadership is carried out in a persuasive, creative way Work The same Which harmonious, grow loyalty, And participation para subordinate. Leader motivating subordinate so that feel follow own company.
- c. **Leadership Delegative.** Leadership Delegative if a leader delegate his authority to subordinate with rather complete. With thereby, subordinate can take decision And wisdom freely or freely in implementing his job. Leader No care method subordinate take decision and do the work, completely handed over to subordinates

2.2 Understanding Motivation

According to Mangkunegara (2014:61), motivation is a condition or energy Which moving employees in a direction or direction to achieve goals organization or company. According to Hasibuan (2014:141), defining that motivation is giving Power mover Which create excitement Work somebody so that Want to work The same, Work effective And integrated with everything his efforts For achieve satisfaction.

According to Handoko (2013:249), he believes that motivation is activity Which result, channel, And look after behavior man, circumstances in personal somebody Which push desire individuals to carry out certain activities to achieve goals. Daft (2010:373) states motivation as a force that arises from within or from outside a person and arouse enthusiasm as well perseverance For reach something Which desired. Motivation Work will influence its productivity And as part from task from a manager is channel motivation Work in achievement objective organization.

From a number of understanding in on, can concluded that motivation is encouragement in self somebody For move self And create excitement Work somebody so that Want to Work effective And Integrate with all efforts to achieve satisfaction at work so that achieving the goals of an organization or company.

2.3 Understanding performance

According to Jatmika (2021) in question with Performance is success achievements that have been made done . Mangkunegara (2006:9), Employee performance is the result of work in terms of quality and quantity achieved by somebody employee in carry out his task in accordance with responsibilities given to him. According to Armstrong (2010:67), performance often defined only in matter output - achievement objective quantified. But performance is a problem not only of what people do achieved but how they achieved it.

According to Hasibuan (2009:94), performance is something results Work Which achieved somebody in carrying out tasks Which charged to him is based on skill, experience and sincerity as well time. According to Byars and Rue (2008:214), performance refers to level achievement tasks Which form work employee. That reflect how much Good a employee carry out his job

3. Methodology Study

As for this research, that is become population is employee Central Kalimantan Province DPRD Secretariat Office as much 59 person. This data collection technique done with method taking object from sample Which named sampling/respondents. According to Sugiyono (2014: 149), samples are parts from amount or characteristics Which owned by that population. Study This use technique *sampling* fed up, ie the entire population is used as a sample.

4. Results and Discussion

Hypothesis testing is used to determine whether there is or not the influence between independent variables on the dependent variable, meanwhile results Hypothesis test is as following :

Test significance Partial (Test t)

Test statistics t on basically show how much Far influence One variable explanatory or independent in a way individual in explained variation of the dependent variable.

Table 1

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	5,618	6,595		,852	,398
Leadership Style	,633	,114	,576	5,545	,000
Motivation	,338	,151	,232	2,235	,029

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a. Dependent Variable: Employee Performance

Based on the t test results above, the magnitude of the influence can be seen each variable independent in a way Partial (individual) to the dependent variable is as following :

a. Influence Style Leadership to Performance Employee

From the t test results in table 4.43, it is known that the value is significant for influence variable Style Leadership (X_1) to performance employee (Y) is $0.000 < 0.05$ and the t value calculate $5.545 > t_{table} 2.01808$. So it can be concluded that H_{01} is accepted and H_{a1} rejected, means that variable free style leadership influential significant to performance employee in Central Kalimantan Province DPRD Secretariat Office. This is supported by the results of Rini Rosmiyati's research (2014) with the title "The influence of leadership style, motivation and Organizational culture on employee performance at PT AsuransiGeneral Bumiputera Muda 1967" which shows sig. count 0.796 more big from 0.05

b. The Influence of Work Motivation on Employee Performance

From the t test results in table 4.43, it is known that the value is significant for influence of the work motivation variable (X_2) on employee performance (Y) is $0.029 < 0.05$ and the calculated t value is $2.235 > t_{table} 2.018$. So that can concluded that H_{02} accepted And H_{a2} rejected, means variable motivation Work influential significant to performance employee in Central Kalimantan Province DPRD Secretariat Office. Matter the supported by results research by Ranga Mahardhika, Djamhur Hamid, and Ika Ruhana (2013) with title "Influence motivation Work to performance employee on PT AXA Financial Indonesia branch Unfortunate" with results 64.3 % motivation Work influential to performanceemployee.

Test significance simultaneous (Test F)

The F statistical test shows whether all variables are independent or variable free Which entered in model have influence in a way together to variable dependent or bound. The F statistical test is used to fulfill all influences variable independent Which tested on level significant 5%.

Table 2.

Test significance simultaneous (Test F)
ANOVA^b

		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	909.673	2	454,837	30,214	,000 ^a
	Residual	873.114	58	15,054		
	Total	1782,787	60			

a. Predictors: (Constant), Motivation, Leadership Style

b. Dependent Variable: Employee Performance

Results test mark F count Which obtained 3,315 whereas mark F table as big as 30,214 so can is known mark F count > F table; 3,315 > 2.83 with a significant level of 0.000 because the significant level is < 0.05 ; so model regression This can used For variable performance employee on Central Kalimantan Province DPRD Secretariat Office. With say other can said that variable style leadership And motivation Work in a way together (simultaneously) have a positive effect on performance variable employee

5. Conclusion

Based on research results and discussion regarding the influence of style leadership and work motivation on employee performance, it can be drawn conclusion as follows:

- Based on the results of the tests carried out, the leadership style variable partially shows that there is a significant influence on variable performance employee.
- Based on the results of the tests carried out, the work motivation variable is Partial show that there is influence significant to variable performance employee.
- The two independent variables are leadership style and work motivation in a way together (simultaneous) influential to variable performance employee.

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