



THE INFLUENCE OF LEADERSHIP STYLE ON EMPLOYEE PERFORMANCE AT SOUTH BOGOR DISTRICT OFFICE

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ABSTRACT

This study aims to determine how much influence between leadership style on employee performance at the South Bogor District Office. The type of research used is field research with quantitative methods. The population and sample in this study were employees of the South Bogor District Office, totaling 40 employees, with the sample method, namely the total sampling method by conducting a classical assumption test, determination coefficient test, simple linear regression equation test and t-test. The data collection technique was by distributing questionnaires to 40 respondents at the South Bogor District Office using a Likert scale and the data analysis technique used in this study was using the SPSS program version 22.00 for windows. The results obtained from this study based on the t-test conducted were $10.164 > 2.018$ so it can be concluded that there is a significant influence between leadership style on employee performance at the South Bogor District Office.

Keywords: Leadership Style, Employee Performance

INTRODUCTION

In the world of work, the demand for human resources that appear is very necessary, both in Islamic and non-Islamic work. Where the demand for work skills does not develop in line with changes in employment, so that what happens is that most workers at all levels of work are required to carry out their tasks well. Every organization or company, both government and private, is basically a container that accommodates various potential human resources to work together, interconnected, interdependent, and arranged in an organized structure to achieve previously set goals. In this case, human resources, both those who occupy leadership or member positions, are an important factor in every organization or company in order to achieve the goals of the organization or company. This is because the success or failure of an organization depends on and is influenced by human resources as the executor of workers, therefore the work humanization program is the final fundamental progress in an effort to improve the conditions of workers/humans in the world of work with the ideal goal of creating a higher quality of work life which is expected to help increase productivity and job satisfaction.

Good performance will directly affect the performance of the institution and to improve employee performance is certainly a job that takes time and a long process. In addition, by increasing supervision and coaching, an assessment is also carried out on the level of success of the performance that has been carried out by employees through good leaders in leading an office or agency. According to Swastha and Sukotjo (2020) the definition or understanding of a company is a production organization that uses and coordinates economic resources to satisfy needs in a profitable way. Meanwhile, according to Simamora (2003:45) performance is a measure of the success of an organization in achieving its mission. And the limitations related to the concept of public organizational performance are at least closely related to efficiency, effectiveness, fairness and responsiveness. This means that performance is an action that can be seen, observed and made possible to achieve the expected things (goals). Performance can also be said to be a

combination of abilities, efforts and opportunities that can be assessed from the results of his work obtained during a certain period of time.

In an organization or company, leadership is considered very important for two reasons: first, there is a statement that changing leaders often changes the performance of a unit, agency or organization. Second, research results show that one of the internal factors that influences organizational success is leadership, including the leadership process at every level of the organization, the competence and actions of the leader concerned.

Meanwhile, the definition of leadership according to Dubrin (2005:3), states that leadership is an effort to influence many people through communication to achieve goals, a way to influence people with instructions or orders, actions that cause others to act or respond and cause positive changes, an important dynamic force that motivates and coordinates organizations in order to achieve goals, the ability to create self-confidence and support among subordinates so that organizational goals can be achieved.

A leader in an office must understand every action of his employees. A personnel manager, for example, must understand the way of thinking or actions of an employee through observation of attitudes or conflicts that occur. Other managers can also observe aspects of a person's temperament, such as the habit of competing, jealousy, of other people's results, therefore every manager or leader must understand various approaches to understanding his personality and that of his subordinates.

Based on the results of the survey conducted, the leadership style in leading employees is not good in terms of communication patterns towards subordinates or employees. There are still many employees in the office who have not done a good job, for example in carrying out tasks given by the leader, then the presence of employees is uncertain. (Interview, South Bogor sub-district head). The following is employee attendance data at the Sumpur Kudus Sub-district Office in 2024:

Table1 Employee Attendance

NO	MONTH	PRESENCE					
		H	I	S	DL	C	Kindergarten
1	June	441	7	1	3		
2	July	433	13	19	14		
3	August	514	1	1	8	1	20
4	September	249	3				176
5	October	336	3	2			107
6	November	437			6		96
7	December	459	2				156
8	January	642		2	99		
9	February	331	4		14	4	
10	March	546	1	1	3	13	32

Source:South Bogor District Office attendance archive 2024

The attendance rate of employees at the South Bogor District Office from June to March, there were quite a high number of employees who were absent without explanation. One of the causes of the level of attendance without explanation was a lack of confidence in the leadership. (Interview, Lidia Afrita Nora S.Pd, November 20, 2023). The form of employee performance from the South Bogor District Office is:

Table2 Employee Performance Form

No.	Performance Form	2022		2023	
		Achievement	Information	Achievement	Information
1	Public administration service program	85%	Achieved	80%	Achieved
2	Program to improve civil service facilities and infrastructure	75%	Achieved	60%	Achieved
3	Human resource capacity building program	75%	Achieved	75%	Achieved
4	Program to improve the development of performance and financial achievement reporting systems	80%	Achieved	75%	Achieved
5	Village financial development and management program	70%	Achieved	45%	Underachieved
6	Improvement program community participation in village development	75%	Achieved	30%	Underachieved

Source:Accountability Report of the South Bogor District Office

From the explanation above, the implementation of leadership style by the Head of the Sumpur Kudus District Office is still not in accordance with the expectations of employees or staff, so that there are still employees who are less concerned with the tasks assigned and there are still employees who are absent without explanation.

METHOD

This study uses a quantitative method with a survey approach to analyze the influence of leadership style on employee performance at the South Bogor District Office. This method allows the collection of numerical data through questionnaires filled out by respondents. The variables in this study consist of independent variables, namely leadership style (X), and

dependent variables, namely employee performance (Y). The research instrument uses a Likert scale to measure respondents' responses. Data collection techniques are carried out through observation, interviews, and document studies in order to obtain accurate and relevant data. Data analysis is carried out using a simple linear regression test to measure the relationship between leadership style and employee performance. Hypothesis testing in this study is carried out through validity and reliability tests to ensure the accuracy of the research instrument. The normality test is used to ensure that the data collected is normally distributed. The heteroscedasticity test is carried out to determine whether there is non-constant variability in the regression model. In addition, the coefficient of determination (R^2) test is used to measure how much influence the independent variables have on the dependent variable. The t-test is used to test the partial significant influence between leadership style and employee performance, where if the t-test value $>$ t-table and significance $<$ 0.05, then the alternative hypothesis (H_1) is accepted, which means that leadership style has a significant influence on employee performance.

RESEARCH RESULT

1 t-test

Table 3 Results of Hypothesis Testing with t-Test

Model	Unstandardized Coefficients		Standardized Coefficients	T	Sig.
	B	Std. Error	Beta		
1 (Constant)	12.245	3.146		3.893	.000
Style Leadership	.941	.093	.849	10.164	.000

a. Dependent Variable: Employee Performance

Source: SPSS 22 Output Results

In table 3 the constant value (a) is 12.245 while the Motivation value (X) is 0.941. So the regression equation is as follows: $Y = a + bX$ or $(Y = 12.245 + 0.941X)$ Showing that if the leadership style is equal to zero (no change), then the employee performance at the South Bogor District Office is 10.026 and if the leadership style increases by 1 unit, then employee performance will increase by 0.941 meaning that if the leadership style increases by 1 unit then the performance increases by 0.941. From the coefficient table, the value is known $t_{10,164} > t_{2,018}$ with a significant value of $0.000 < 0.005$, then H_0 is rejected and H_a is accepted, which means that there is a significant influence of the Leadership Style variable (X) on the Employee Performance variable (Y) at the South Bogor Sub-district Office.

2. Coefficient of Determination (R^2)

The coefficient of determination is a tool to measure the percentage of the influence of the independent variable on the dependent variable. The magnitude of the coefficient of determination ranges from 0 to 1, if the magnitude of the coefficient of determination approaches 1, the greater the influence of the independent variable on the dependent variable. The following table shows the results of the coefficient of determination:

Table 4 Results of Determination Coefficient Test

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate

1	.849a	.721	.714	1,950
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a. Predictors: (Constant), Leadership Style

Source: SPSS 22 Output Results

Pada Table 4 The results of the correlation analysis obtained the correlation coefficient (R^2) of 0.849, which means that the relationship between the independent variables of leadership style (X) and employee performance (Y) at the South Bogor District Office is very close. The determination results obtained a determination coefficient (R^2) of 0.721 which means 72.1%, the independent variable (X) explains the dependent variable (Y) or in other words, the independent variable (X) on the rise and fall of employee performance (Y) is 72.1% while the remaining 27.9% is influenced by other variables that are not included in this study.

DISCUSSION

From the results of the discussion above, the results of the simple regression test are: Showing that if the leadership style is equal to zero (no change), then the employee performance at the South Bogor District Office is 10.026 and if the leadership style increases by 1 unit, then employee performance will increase by 0.941, meaning that if the leadership style increases by 1 unit, then performance increases by 0.941. From the coefficient table, the value is known $t_{10,164} > t_{0.05}$ is 2.018 with a significant value of $0.000 < 0.005$, then H_0 is rejected and H_a is accepted, which means that there is a significant influence of the Leadership Style variable (X) on the Employee Performance variable (Y) at the South Bogor District Office. And from the results of the correlation analysis, the correlation coefficient (R^2) of 0.849, which means that the relationship between the independent variables of leadership style (X) and employee performance (Y) at the South Bogor District Office is very close. The determination results obtained a determination coefficient (R^2) of 0.721 which means 72.1%, the independent variable (X) explains the dependent variable (Y) or in other words, the independent variable (X) on the rise and fall of employee performance (Y) is 72.1% while the remaining 27.9% is influenced by other variables that are not included in this study.

CONCLUSION

Based on the results of the study and hypothesis testing, it was found that leadership style has a significant influence on employee performance at the South Bogor District Office. The results of the hypothesis test showed a significance value of $0.000 < 0.05$, which means that H_0 is rejected and H_a is accepted, so it can be concluded that there is a significant influence between leadership style (X) on employee performance (Y). In addition, the results of the correlation analysis showed a correlation coefficient (R) of 0.849, which indicates that the relationship between leadership style and employee performance is very close. This finding confirms that an effective leadership style can increase employee motivation, productivity, and overall performance, so that leaders at the South Bogor District Office are expected to continue to develop a leadership style that can support improved employee performance.

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