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The Influence Of Leadership, Organizational Climate And Work Motivation On Employee Performance

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ABSTRACT

The formulation of the problem in this study is whether leadership, organizational climate, and work motivation have an effect on employee performance at the Village Community Empowerment Service, Women's Empowerment and Child Protection in Sibolga City. This study aims to determine the influence of leadership, organizational climate, and work motivation on employee performance at the Village Community Empowerment Service, Women's Empowerment and Child Protection in Sibolga City. The sample in this study were all employees at the Village Community Empowerment Service, Women's Empowerment and Child Protection in Sibolga City, as many as 42 people. The data analysis technique in this research is multiple linear regression analysis. The results showed; Leadership partially does not have a positive and not significant effect on employee performance; Organizational climate partially positive and significant effect on employee performance; Work motivation partially positive and significant effect on employee performance.

1. Introduction

Human resource management has a big role in fulfilling the smoothness in the field of organization. Organizations need human resources to grow their businesses. In an organization, leadership factors play a very important role because it is the leader who will drive and direct the organization in achieving the goal and it is not an easy thing, because the leader must understand the behavior of different subordinates. Subordinates are influenced in such a way that they can give their devotion and participation to the organization effectively and efficiently. In other words, it is said that the success or not of the effort to achieve the objectives of the organization, is determined by the quality of the leadership.

Given that what a leader is moved by is not an inanimate object, but a human being who has feelings and senses, and of various types and traits, then the issue of leadership cannot be easily viewed. often we find a leader who uses his power absolutely by commanding his subordinates regardless of the circumstances of his subordinates. This will obviously lead to an incoherent relationship within the organization. Creating an organizational climate capable of bringing its members to improve performance in order to achieve organizational goals is not easy.

This is because basically humans have different behavioral characteristics according to theirneeds. Not only that to maintain performance must also be accompanied by high work motivation, the same thing is also stated by According to (Sutrisno, 2017) "It is stated that motivation is the stimulant of one's desire and will drive power because each motive has a specific goal to be achieved. There is a phenomenon that began to appear in the office (PMK, PP &PA) sibolga city that is a significant decrease in employee performance and it certainly affects the achievement of organizational goals or objectives. This is certainly a special concern for the leadership by paying more attention to the leadership, the organizational climate, the work motivation of the employeesaso as to produce better performance.

2. Methods

a. Population and Samples

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According to (Sugiyono, 2018) population is a generalized area consisting of objects or subjects that have certain qualities and characteristics set by researchers to be studied and then drawn conclusions. For this study, the population of 42 people, namely employees in the village community empowerment office, women empowerment and child protection Sibolga City. According to (Sugiyono, 2018) samples are part of the number and characteristics that the population has. samples, in this study are all employees in the Community Empowerment Office of the ministry. Women Empowerment and Child Protection sibolga city of 42 people.

b. Data collection techniques with

1. Interviews, Interviews directly or indirectly with employees at the Community Empowerment Office of The Village of Women Empowerment and Child Protection (PMK, PP & PA) Sibolga City

2. dissemination of questionnaires, the spread of questionnaires is conducted on respondents totaling 42 people.

c. Data analysis techniques

In this study the method used in analyzing data is statistical analysis deskriptif. To find the propensity of respondents' solutions to every factor, it will be founded on the normal score esteem (file) which is sorted into a scope of scores dependent on the estimation of three box techniques. This cycle goes through a few phases, to be specific:

1. Scorring The data to be used in this study are primary data and secondary data. Primary data obtained by researchers by means of observation, questionnaires and documentation. The data collected from the questionnaire will be scored with a likert scale of 1-5 as follows: ranging from Strongly Agreed (SS) to Strongly Disagree (STS)
2. Tabulating Grouping over the answer data correctly and thoroughly, then calculated and summed up in tangible structure. In view of the aftereffects of the table the outcomes are consented to make a table information to get connections or impacts between existingvariables.

3. Data quality testing

The method used to test validity is to perform correlations between deck or variable question item scores. Test with a total construct or variable score. The significance test is conducted by comparing rhitung > rtabel then the indicator is declared valid. This validity test is assisted by SPSS vs.19 program with the following test stages:

1. Validity test The method used to test validity is to perform correlations between deck or variable question item scores. Test with a total construct or variable score. The significance test is conducted by comparing rhitung > rtabel then the indicator is declared valid. This validity test is assisted by the SPSS vs.19 program.
2. Reliability test One method of reliability testing is to use Alpha Cronbach. Standart used in determining reliable and not a research instrument umunya is a comparison between $r_{calculate}$ with r_{table} at a confidence level of 95% or significance level of 5%. Cronbach Alpha with the criteria for taking desperation as stated by (Ghozali,2016:43) i.e. if the Coefficient of Cronbach Alpha > 0.7 then the question is declared reliable, otherwise if the Coefficient of Crombach Alpha < 0.7 then the question is declared untenable.

4. Classic assumption test

Classic asumi testing is required to determine if the results of regression estimation are carried out, completely free from the presence of heteroskedastisity symptoms, multicolinearity symptoms, autocorrelation symptoms and symptoms of normality. Regression model will be able to be used as an unbiased estimation tool if it has qualified BLUE (Best Lineasr Unbiased Estimator) ie no heteroskedastistas, no multicolinearity, no autocorrelation and normal distribution. If there is multicolinearity, there is no autocorrelation and normal distribution. If there is Heteroskedastisitas, then variants are not constant so it can cause bias standart error. If there is multicolinearity, it will be difficult to isolate individual influences from variables, resulting in low levels of coefficient of regression significance. With the autocorrelation resulted in the estimator still remains biased and still remains consistent it just becomes inefficient.

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5. Hypothesis test

Hypothesis testing is a procedure performed with the aim of deciding whether to accept or reject hypotheses regarding population parameters. Hypothesis testing in this study using multiple linear regression analysis techniques with the formula $Y= a + b_1X_1 + b_2X_2 + b_3X_3 + €$ where:

Y: Performance
a: Constants
b: Regression Coefficient
X_1: Leadership
X_2: Climate Organization
X_3: work motivation€: Standart Error

1) Tes F (Synchronous Testing)

This test is directed to decide whether all free factors together (at the same time) can influence subordinate factors.

The way utilized is to contrast the worth of Fcount and the worth of Ftable with the accompanying conditions: H0:

β=0, which means there is no critical impact of free factors on subordinate factors (at the same time)
Ha: β=0,implies there is a critical impact of free factors on subordinate factors at the same time the degree of trust utilized is 95% or the degree of importance 5% (α = 0.5) with the accompanying measures:

a) If Fcalculates > Ftable and likelihood (critical worth) < importance level of 5% (α = 0.5) then, at that point Ha acknowledged and H0 dismissed implies that there are free factors together impact subordinate factors.
b) If Fcalculates < Ftable and likelihood (critical worth) > importance pace of 5% (α = 0.5) then, at that point H0 is acknowledged and Ha dismissed implies that there are free factors together have no huge impact on subordinate factors

Where F table is controlled by searching for the free degree ie df1 = k-1 and df2 = N-k, where N = Number of tests and k = number of factors.

2) Test t (Partial Testing)

The t test is performed to decide the impact of each to some extent free factor on subordinate factors. T test is finished by contrasting t mean something negative for table t and the accompanying conditions:

H0: β = 0, which means there is no huge impact of free factors on subordinate factors
Ha: β> 0, which means there is a huge impact of free factors on subordinate factors inpart.
The degree of trust utilized is 95% or the degree of importance 5% (α = 0.5) with the measures as next:

a) If Tcalculates the table's >T and likelihood (huge worth) < importance level of 5% (α = 0.5) then, at that point Ha is acknowledged and H0 is dismissed importance there are free factors together affecting ward factors.
b) If Tcalculates the table's <T and likelihood (huge worth) > importance level of 5% (α = 0.5) then, at that point H0 is acknowledged and Ha is dismissed importance there are free factors together have no critical impact on subordinate factors.

6. Coefficient of determination

The coefficient of assurance (R2) basically gauges how much the capacity of the illustrative variable is (X1), (X2), (X3), in depicting the variety of ward factors for example (Y). The coefficient of assurance is between nothing (0) and one (1). Asmall R2 esteem implies the capacity of free factors to depict subordinate variable varieties is exceptionally restricted. As a general rule, the coefficient of assurance for cross area information, somewhat low because of the enormous variety between every perception, while for time series information normally has a high coefficient of assurance. The key disadvantage of utilizing a coefficient of assurance is that it very well may be against the quantity of free factors went into the model. Each extra one autonomous variable, then, at that point R2 unquestionably expands regardless of whether the variable essentially influences subordinate factors. consequently numerous analysts suggest utilizing an AdjustedRvalue of2(Adjusted R Square) while assessing which is the best relapse model. Not at all like R2, the Adjusted Rvalueof 2

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can go up or down in the event that one autonomous variable is added to the model. For in excess of two free factors utilize Adjusted R2.

3. Result and Discussion

3.1 Population and Samples

Respondents in this study were 42 service employees (PMK, PP&PA). Most of the respondents were women with a total of 25 people or as much as: 60%. While male respondents numbered 17 people or as much as: 40%. The age of employees in the service (PMK, PP &PA), in the range between 25 years and more than 50 years, most of the respondents aged between 31- 40 years are: 42.86%. Most of the employees have a final-level high school education which amounts to 28 respondents or as much as: 67%.

Table.1
Validity and Reliability Test Results

variable	Indicators	Correlation (r)			coefficient alpha cronbach	status
		r	sig	status		
Leadership	X1.1	0,741	.000	Valid	0,818	Reliable
	X1.2	0,735	.000	Valid		
	X1.3	0,672	.000	Valid		
	X1.4	0,423	.000	Valid		
	X1.5	0,695	.000	Valid		
	X1.6	0,437	.000	Valid		
	X1.7	0,751	.000	Valid		
	X1.8	0,49	.000	Valid		
	X1.9	0,636	.000	Valid		
	X1.10	0,739	.000	Valid		
Climate organization	X2.1	0,521	.000	Valid	0,886	Reliable
	X2.2	0,567	.000	Valid		
	X2.3	0,419	.000	Valid		
	X2.4	0,647	.000	Valid		
	X2.5	0,428	.000	Valid		
	X2.6	0,674	.000	Valid		
	X2.7	0,662	.000	Valid		
	X2.8	0,435	.000	Valid		
	X2.9	0,519	.000	Valid		
	X2.10	0,533	.000	Valid		
motivation	X3.1	0,521	.000	Valid	0,887	Reliable
	X3.2	0,716	.000	Valid		
	X3.3	0,405	.000	Valid		
	X3.4	0,754	.000	Valid		
	X3.5	0,87	.000	Valid		
	X3.6	0,68	.000	Valid		

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	X3.7	0,391	.000	Valid		
	X3.8	0,405	.000	Valid		
	X3.9	0,823	.000	Valid		
	X3.10	0,791	.000	Valid		
	Y1.1	0,521	.000	Valid		
	Y1.2	0,716	.000	Valid		
	Y1.3	0,405	.000	Valid		
	Y1.4	0,754	.000	Valid		
Performance	Y1.5	0,87	.000	Valid	0,842	Reliable
	Y1.6	0,68	.000	Valid		
	Y1.7	0,391	.000	Valid		
	Y1.8	0,405	.000	Valid		
	Y1.9	0,823	.000	Valid		
	Y1.10	0,791	.000	Valid		

Validity checks during this study showed that each variable indicator had a correlation value>0.3 04, meaning that the form used made it possible to gather information because the questions used in the form to measure the variables studied had valid accuracy. Unwavering quality tests are used to measure how reliably an instrument is used in research. This test uses the Cronbach alpha coefficient. The instrument is said to be feasible if it has a Value of Cronbach's alpha of more than 0.6 and is considered problematic if Cronbach's alpha.

3.2 Classic Assumption Test

a. Data Normality Test

Data Normality testing aims to see the normality of the data distribution to be analyzed. A good regression model is a normal or near-normal distribution. To see the normality of this data used chart approach i.e. Normality ProbabilityPlot.

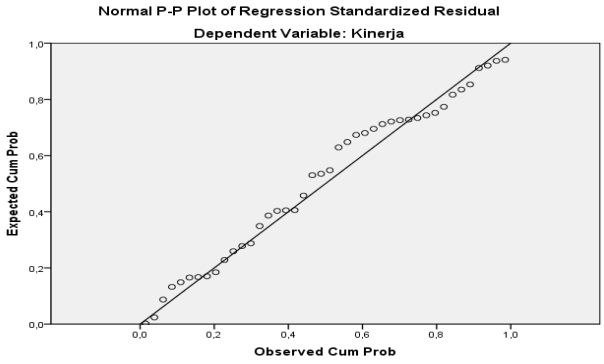

Figure 2. Normality test results

In Figure 2 above shows the view that the normal plot graph shows the spread of data of scattered points, and in the direction of the diagonal line so that this regression model can be concluded: meet the assumption of normality.

b. Multicolinearity Test

Multicolinearity testing was conducted to see if the regression model found any correlation between free variables. If there is a correlation, then there is a problem of multicolinearity. The way to detect it is to look at the variance inflation factor (VIF) value. In the SPSS output of the Coefficient section, all VIF numbers are below 10 this indicates that there isno multicolinearity, as can be seen in the table below:

Table 2
Multicolinearity Test

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	10,321	6,695		1,542	,131		
	Leadership	,018	,131	,015	,139	,890	,976	1,024
	Climate Organization	,373	,107	,452	3,483	,001	,664	1,506
	motivation	,366	,117	,402	3,122	,003	,675	1,481

c. Heteroskedastisitas Test

Scatterplot charts were used in this study to test heteroskedastisitas. In the regression model, multicolinearity tests are conducted to determine the inequality of residual variants from one observation to another. From the results of spss analysis. 19 can be seen in Figure 3 as follows:

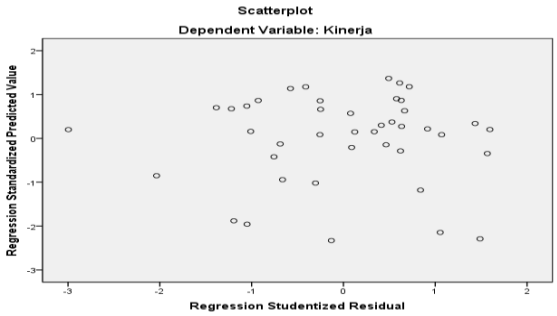

Figure 3. Heterokedastisity Test

In the SPSS output in the Scatrerplot section, the dots are spread haphazardly, don't shape a specific example that is clear, and dispersed both above and under zero on the Yaxis.

d. Hypothesis Test

To find out more in-depth from the influence of independent variables in this study used multiple regression analysis, whether it has an influence on dependent variables. The results of data analysis calculation using statistical analysis and data are processed with SPSS. The results of t test calculation can be seen in table 3 below:

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Table 3
t Test (Partial Testing)

Model		Standardized Coefficients	t	Sig.
		Beta		
1	Leadership	,015	,139	0,890
	Climate Organization	,452	3,483	0,001
	Performance	,402	3,122	0,003

Based on the table obtained$_{\text{the calculated}}$ t value of 0.139 and the significance value of 0.890. While the$_{\text{table}}$ t value at a confidence level of 95% (α:0.05) is 2.018. Therefore, the t value$_{\text{of the calculation}}$ of < t_{table} (0.139< 2.018) then H_a rejected and received H_0 hypothesis in this study, namely the leadership variable is partially not positive and insignificant to the Performance of Employees in the Office of PMK, PP &PA Sibolga City. Based on the table obtained$_{\text{the calculated}}$ t value of 3.43 and the significance value of 0.001. While the$_{\text{table}}$ t value at a confidence level of 95% (α:0.05) is 2.018. Therefore, the t value$_{\text{of t count}}$ < t_{table} (3,483 < 2,018) then H_o accepted and rejected H_a hypothesis in this study, namely climate variable Organization partially affects the Performance of Employees in the Office of PMK, PP, PA Sibolga City.

Based on the table obtained$_{\text{the calculated}}$ t value of 3,122 and the significance value of 0.003. While the$_{\text{table}}$ t value at a confidence level of 95% (α:0.05) is 2.018. Therefore, the t value$_{\text{of t count}}$ > t_{table} (3,122> 2,018) then H_0 rejected and received H_a hypothesis in this study, namely the variable Work Motivation partially positively and significantly affects employee performance in the Office of PMK, PP, PA Sibolga City.

Table 4
F Test Results

ANOVAb

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	1119,262	3	373,087	17,162	,000
	Residual	826,071	38	21,739		
	Total	1945,333	41			

In table 4 it can be seen that the$_{\text{calculated}}$ F value is 17,162 and the significant value is0.000. It is known that nilai F_{table} with a confidence level of 95% (α: 0.05) is 2,840. There fore the value of Fcount> F_{table} (17,162) > (2,840) Then H_0 rejected and H_a accepted, Ha in this study that leadership, climate organization and motivation positively and significantly affect the performance of employees in the Office of PMK, PP & PA Sibolga City.

4. Conclusion

Leadership Variables have no effect and are insignificant to Employee Performance in PMK, PP, PA Sibolga City with$_{\text{t count}}$ value < t_{table} (0.139< 2.018)**,** The Organization's climate partially influenced and significant on the Performance of Employees in the Office of PMK, PP, PA Sibolga City with $a_{\text{t count}}$ value of > t_{table} (3,483 > 2,018), Work Motivation partially positively and significantly affects the Performance of Employees in the Office of PMK, PP, PA Sibolga City. With$_{\text{calculated}}$ t-value > table t (3,122> 2,018)**,** Leadership, Organizational Climate and Motivation simultaneously affect the Performance of Employees in the Office of PMK, PP &PA Sibolga City, The R Square value in the table above is 0.542. This shows that 54.2% of employee performance variables in the Pmk, PP &PA can be explained by the variables Leadership, Organizational Climate and Motivation while the remaining 45.8% were not conducted research.

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