



Impact Of Leadership Style On Job Satisfaction Of Administrative Staff Of Budidarma University Medan

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Abstract

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The purpose of this study was to find out the Impact of Superior Leadership on job satisfaction of Administrative Staff at BUDI DARMA University, Medan and to analyze whether superior Leadership variables affect Employee Employee Satisfaction Administration (Case Study: BUDIDARMA University Medan), The Data Collection The method used in this study is to use questionnaires, The data analysis model used is simple Linear Regression analysis. Sampling uses the stratified random sampling method, which first classifies a population, Probability sampling, which is a sampling technique that provides equal opportunities for each element (member) of the population at once the sample. The results of research at BUDIDARMA University,

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1. Introduction

Based on Law Number 20 of 2003 concerning the National Education System and Government Regulation Number 60 of 1999 concerning higher education, Budidarma University has a great responsibility in carrying out the task of printing human resources.

This is in line with the vision of Budidarma University as a center of excellence for the study, development and application of computer science at the national and regional levels. Meanwhile, its missions are: (1) to study and develop computer sciences with modern scientific methodological standards, (2) to carry out institutional management, educational and teaching activities, research and community service with a high level of accountability and reliability, (3) to provide guidance human resources with integral quality (scientific-computerization-morality-skills) in accordance with the needs of society.

Large organizations with large personnel certainly have problems that are not small, and these problems arise in such a way due to different interests or also because of a lack of understanding of the tasks and missions carried out by the organization.

The problems that exist at Budidarma University can be seen from the behavior or attitudes of its personnel, among others, the Administrative Staff does not get satisfaction in doing the work and tasks and responsibilities that have been charged. Initiatives tend to be weak and only do the work at hand and by themselves do not provide satisfactory services to students who need them. This tendency can be seen from the dissatisfaction of the administrative staff in providing services to students because of the impact of the superior's leadership style.

This situation continues to develop from day to day, and affects the job satisfaction of Administrative Staff at Budidarma University as a whole. The low job satisfaction of the administrative staff is thought to be due to the leadership style of the superiors who are not well established and not understood. In terms of leadership style is something that needs to be considered and becomes a guide in the organizational actions of each Administrative Staff.

2. Theoretical basis

2.1 The Nature of Boss Leadership Style



Leadership is one of the easiest phenomena to observe, but one of the most difficult to understand. Hersey, Paul and Kenneth H. Blanchard. (1992) further facilitates understanding by defining leadership as "a relationship of mutual influence between leaders and followers (subordinates) who desire real change that reflects their shared goals".

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RJA Tucunan, WG Supartha, and IG Riana, "(2007) defined leadership as "a process that can influence and direct the activities of individuals or groups in an effort to identify goals and motivate them to achieve these goals." Debra and Campbell (2006) conclude that five types of leaders influence the behavior of others, namely: reward power, coercive power, legitimate power, referent power, and expertise power. (expert power).

IG Riana, M. Suprpta, and DK Sintasih (1996) in essence is a process of influencing others in achieving the goals set by the organization. Leadership is a concept and process associated with every group.

2.2 Boss Leadership Style

Leadership style is a different combination of task and relationship behavior that is commonly used to influence individuals or groups in achieving goals.

As'ad, Mohammad. (1980) suggested about leadership style in a continuum picture of leadership behavior. Basically there are three leadership styles developed by Ronald Lippitt and Ralph K. White as quoted by Fred Luthans (1985: 477), namely:

1. Autocratic describes a leader who tends to centralize authority, enjoys dictating work, makes unilateral decisions and limits the participation of subordinates.
2. Democratic describes a leader who tends to involve staff in decision making, delegate authority, encourage participation in setting goals and work methods, using feedback as an opportunity to train staff and subordinates.
3. Laissez Faire This style tends to give full freedom to the group to make decisions and get the job done in any way they see fit.

2.3 Job Satisfaction

Humans basically always try to fulfill their needs in various ways, including by working. A person will contribute his energy and thoughts optimally to the organization where he works, if the organization can provide job satisfaction. A person's satisfaction in carrying out his work is one thing that needs attention, because it will increase the overall work productivity of the organization.

GP Wibowo, G. Riana, and MS Putra, (1989) asserted that job satisfaction is a match between one's expectations that arise and the rewards provided at work: job satisfaction is related to psychological and physiological elements. Furthermore, Hornby (1974) suggests that what is meant by job satisfaction is a condition in which a person feels satisfied, relieved, and happy because of the situation and working conditions that can fulfill all things related to needs, desires and expectations.

Maslow. Abraham. H. (1994) suggests that job satisfaction arises when the perceived benefits of work exceed the marginal costs incurred. So job satisfaction is a subjective or personal condition. Certain individuals feel something as satisfying, while others do not. Davis (1989) also suggests that the existence of a person's level of satisfaction can lead to greater or lesser engagement which will affect the intensity of effort which will result in the level of work productivity.

2.4 Population and Research Sample

The population in this study is the Administrative Staff of the UNIVERSITY OF BUDIDARMA, Medan City. The sample is 25 people. To determine the performance of the Administrative Staff of Budidarma University, the sampling procedure in this study used the sampling method, namely the sample was taken from the population (all Administrative Staff) who would be respondents.



3. Results and Discussion

3.1 Superior Leadership Style Variable Data

Based on the statement items of the superior leadership style variable (X1) which amounted to 30 items, the minimum score that might be obtained was 30 and the maximum score was 150. In fact, from the data obtained, the lowest score was 83 and the highest was 148. The average was 118, 52, standard deviation 11.55, median 119.75, and mode 123. The distribution of these data shows that the mean, median and mode scores are not much different, this indicates that the data distribution tends to be normally distributed.

In accordance with the results of the basic statistical calculations that have been carried out, the data are classified into seven class intervals. To get a clear picture of the distribution of the superior leadership style variable scores, it can be seen in the following table:

Table 3: Frequency Distribution of Leaders' Leadership Style Scores

Class interval	Frequency Absolute	Frequency Relative (%)
83 – 92	2	3.39
93 – 102	3	5.08
103 – 112	10	16.95
113 – 122	20	33.89
123 - 132	21	35.59
133 - 142	2	3.39
143 - 152	1	1.69
Amount	59	100

Table 3 above shows the distribution of superior leadership style scores (X) as many as 15 people (25.42%) are below the class average or categorized as lacking superior leadership style (X) and as many as 20 people (33.89%) are at the average leadership style class of superiors (X) is in the sufficient category and as many as 24 people (40.67%) are above the average or in good category. Based on the data above, the leadership style of superiors is generally above average or in good category.

3.2 Administrative Staff Performance (Y)

Based on the statement items of the Administrative Staff performance variable (Y) which amounted to 26 items, the minimum score that may be obtained is 26 and the maximum score is 130. In fact, from the data obtained, the lowest score is 83 and the highest is 127. The average is 107, 23, standard deviation 11.33, median 106.72, and mode 104.9.

The distribution of this data shows that the mean, median and mode scores are not much different, this indicates that the data distribution tends to be normally distributed. In accordance with the results of the basic statistical calculations that have been carried out, the data are classified into eight class intervals. To obtain a clear picture of the distribution of the score of the Administrative Staff performance variable, it can be seen in the following table.

Table 4: Frequency Distribution of Administrative Staff Performance Score

Class interval	Frequency Absolute	Frequency Relatively (%)
83 – 89	4	6.78
90 – 96	6	10,17
97 – 103	13	22.03

104 – 110	14	23.73
111 – 117	8	13.56
118 – 124	11	18.64
125 – 131	3	5.09
Amount	59	100

Table 4 shows the distribution of administrative staff performance scores (Y) as many as 23 people (38.98%) are below the interval class average or in the less category and as many as 14 people (23.73%) are in the interval class average or categorized moderate and as many as 22 people (37.28%) above the average or in good category. Based on the data above, the performance of Administrative Staff is generally above average or in good category. This study uses parametric statistical formulas using correlation and regression analysis techniques. Both of these techniques can only be done if it meets several requirements. The requirements that must be met in using parametric statistics are: (a) sample data for each variable is normally distributed, (b) independence test between independent variables, and (c) linearity test.

1. Normality Test

The results of testing the normality of the data on each of these research variables, namely, superior leadership style, work motivation, and administrative staff performance tend to be normally distributed. This can be seen from the price of Chi Square (χ^2) the calculation results of each variable show a value that is smaller than the value of Chi Square (χ^2) table.

Thus, the data from the three research variables came from populations that were normally distributed, so that they were eligible to be analyzed by correlation and regression. For more details can be seen in the following table

Table 5: Summary of Normality Test Analysis

N	Variable	χ^2 Count	χ^2 Table ($\alpha= 0.05$)	Note.
1	Style leadership top (X)	3.3115	11.07	Normal
2	Staff Performance Administration (Y)	4.2980	11.07	Normal

In the table above, it can be seen that the three Chi Square values calculated are smaller than the Chi Square values in the table, this shows that the overall score of the research variables is normally distributed.

2. Linearity Test

The simple regression equation to look for is a simple regression equation Y over X1 with the equation model being: = a + bX1.

a. Linearity Test of X1 with Y

The calculation results obtained a simple regression equation = 45.60 + 0.52X1. The summary of the calculation results can be seen in the following table:

Table 6: Summary of ANOVA Linearity Test Between X1 and Y

Source Variation	Jk	dk	RJK	F count	F table
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Total	683750	59			
Regression (a)	676133	1	676133.15		
Regression	2087,2	1	2087.22		
(b/a)	5529.6	57	97.01		
Residue					
Tuna Matches	3677.5	31	118.63	1,665	1,895
Error	1852.1	26	71.23		

In the table above, it can be seen that the calculated F (1.665) is smaller than the table F value (1.895), this shows the regression line equation for the supervisor's leadership style variable (X1) on Administrative Staff Performance (Y) is linear.

Based on the data collected and the results of statistical analysis, from hypothesis testing there is a significant contribution between the leadership style of superiors (X) on the performance of Administrative Staff (Y) empirically tested with the effective contribution given reaching 27.3%, taking into account the magnitude of this contribution at least prove the views and opinions that one of the efforts to improve the performance of administrative staff is largely determined by the effectiveness of the superior's leadership style. Administrative staff as one of the significant components in the institution or organization, is explicitly required to have professionalism in dealing with all problems that occur in the organization.

Leaders must be able to carry out their functions properly in directing, guiding, motivating, and supervising administrative staff so that they are willing to carry out their duties. All that takes place when there is interaction, communication and cooperation within the campus environment. Cooperation between the leadership and the administrative staff will be created if the administrative staff have a good perception of the leadership. While the perception of the administrative staff will be good about the leadership if the administrative staff administrative staff feel that the leadership treats him well, fairly and without favoritism. Likewise, if the administrative staff have a good perception of their leadership, the administrative staff will support and carry out the tasks set by the leadership seriously.

Good leaders will always pay attention to administrative staff, treat them well, fairly and without favoritism. If the administrative staff has a good impression of the leadership, then the administrative staff will carry out the assigned tasks with full sincerity and responsibility. Departing from the above thought, it is suspected that leadership style has an influence on the performance of the Administrative Staff of STMIK Budidarma.

4. Conclusion

Based on the data and analysis results that have been presented, it can be concluded as follows:

1. The leadership style of superiors has a significant influence on the performance of Administrative Staff by providing an effective contribution of 27.3%. This means that the variation that occurs in the superior leadership style variable of 27.3% can be predicted in improving the performance of Administrative Staff.
2. The small contribution given by the superior leadership style in the findings of this study shows that the activities of the superior leadership style have not been carried out optimally so that this has implications for the insincerity of the Administrative Staff in carrying out their duties and responsibilities, especially in relation to preparing learning so that as a result of this situation the service student learning is low and in the end student learning achievement is also low. Paying attention to this, the leader should be able to pay more attention to aspects of the leadership style of superiors for the future, especially in relation to leadership factors and the supervisory ability of the STMIK chairman.

Although the results of the analysis have a positive impact on the performance of the Administrative Staff, in fact, some of the leadership styles shown by the Administrative Staff have not met the optimal achievement target, this condition implies the need to increase cooperation, cohesiveness and synergy between STMIK and competent parties for a long period of time. will come.

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