



# The Influence Of Leadership Style And Work Motivation On Performance Of Employees (Case Study of the Office of Communication, Informatics, Statistics and Encoding, Luwu Regency)

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## ARTICLE INFO

## ABSTRACT

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This study aims to determine: (1) Describe the performance of employees in the Department of Communications and Information-SP Luwu Regency (2) The influence of leadership style and work motivation on employee performance at the Department of Communication and Information-SP Luwu Regency. (2) The Influence of Work Motivation on Employee Performance at the Department of Communication and Information-SP Luwu Regency. This research is a correlation research with multiple regression design. The population in this study were all employees at the Department of Communication and Information-SP Luwu Regency. The sample in this study were civil servants and non-civil servants of the Ministry of Communication and Information-SP Kab. Luwu with a total of 70 people. Collection data use information field which has tested validity and its reliability. Technique analysis data y and g used on study this is analysis regression multiple. As a result of the study using a significance level of 5 %, it was found that (1) leadership style had a positive and significant effect on employee performance at the Department of Communication and Informatics-SP Luwu Regency, = 0.750 \*\*\* (\*\*\*) p <0.05; p = 0.000) with style donation . Leadership on employee performance ( $\Delta R$ ) 0,523 ( 2 ) work motivation has a positive and significant effect on employee performance at the Ministry of Communication and Informatics-SP, = 0.763 \*\*\* (\*\*\*) p <0.05; p = 0.000) with a motivational donation work on employee performance of ( $\Delta R$ ) 0.533. In conclusion, g aya leadership give impact big in motivate employee for increase performance. Suggestion y and g could given is so that para leader more deep f persuasion lead the organization for the sake of heighten performance employees in an effort to achieve organizational goals.

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## 1. Introduction

In the current era of globalization, which is marked by very fast changes, an organization or institution is required to make various adjustments in all aspects of the organization. Using the limitations of existing human resources, the organization is expected to be able to optimize it so that the organizational goals that have been set can be achieved.

Human resources are part of the progress of science, development, and technology. Therefore, in the current era where technology and civilization are very advanced, it demands competent human resources who have high enthusiasm and discipline in carrying out their roles and benefits for both individual and organizational goals. Therefore, the progress of a country depends on the ability of its human resources.

Local government is one of the pillars of strategic human resource development for national development, meaning that the progress of the nation depends on the quality of human resources working in



the government. Employees are needed to be able to actively develop their potential in an effort to have religious spiritual strength, self-control, personality, intelligence, noble character, and skills needed by themselves, members of the community, nation and state, where technology and civilization are very advanced.

Another factor that influences employee performance according to [1] is work motivation. Work motivation means encouragement to employees in carrying out their work better [2]. Meanwhile, [3] conveyed the same thing that work motivation means driving or driving a person to want to behave and work diligently and well in accordance with their duties, therefore researchers can conclude that leadership style and work motivation are needed to encourage performance better employees. This has consequences for employees to improve and increase their work motivation so that the performance obtained is good too, and for leaders to apply a dynamic and appropriate leadership style in order to improve the performance of their employees.

Literature review, leadership style is the behavior and art of management, which is the result of a combination of philosophy, skills, traits, behaviors, which are often applied by a leader when he tries to influence the performance of his subordinates [4];[5]. Based on [6] the definition of leadership style is a behavioral norm used by a person when that person tries to influence the behavior of others as he sees it. The same statement was said by [7] that leadership style is the attitude norm used by a person when that person tries to have an impact on the attitudes of others as he sees it. Meanwhile [8];[9] stated that leadership style or *leadership behavior* , namely a leader in carrying out leadership functions varies and is influenced by various factors, including education, experience, personality, and situational.

In *laissez faire* leadership , the leader doesn't actually set an example. This type is defined as letting subordinates do as they please. the leadership does not provide input and correction to the work of its members. Assignment of tasks and cooperation is left to its members without any instructions or suggestions from the leadership. The power and responsibilities that are confused among group members, this makes it easy for chaos to occur. The level of organizational success with *laissez faire leadership* is due to the awareness and dedication of some group members, and not because of the impact of the leader [10]. A *laissez faire leader* tends to choose to be passive and let the organization run at its own pace. The values he adheres to generally depart from the philosophy of life that humans basically have a sense of solidarity, have loyalty, obey norms, and are responsible. Starting from that value, the attitude of a *laissez faire leader* is usually permissive. Thus, the type of leadership used has the following characteristics: (a) the delegation of authority occurs completely, (b) decision making is left to lower office holders, (c) the organizational status quo is not affected, (d) development or expansion.

Motivation, the word motivation comes from the word motive or in English *motivation* which means an urge to do or something that encourages people to do. Performance means work performance, work results or performance [11]. According to Vroom's opinion that the capability to carry out a task or performance is something that can increase the motivation function continuously [12]. On the other hand, performance is essentially the product of the multiplication of ability and motivation. Thus there is a close and mutually impacting relationship between motivation or encouragement to do something with the performance produced by someone.

The theory of motivation was born and the beginning of its development came from among psychologists. According to psychologists, there is a level in motivation, meaning that motivation has a hierarchy, namely from bottom to top. What is meant here are several theories about motivation which always depend on needs, namely: Physiological needs, such as hunger, thirst, need for rest etc, The need for security (security), namely, a sense of security, free from fear and anxiety, The need for love: Feeling accepted in a society or group (family, school, group), The need for self-actualization, namely cultivating talent with efforts to achieve results in the fields of knowledge, social, and personal formation. What is meant by employee work motivation are elements that encourage an employee to carry out his duties more enthusiastically so that it will produce better performance.

According to [2] work motivation is an encouragement to employees to do their job better. Meanwhile, according to [3] work motivation is the driving force or impetus in a person to want to behave and work diligently and well in accordance with the duties and obligations that have been entrusted to him.

Factors Affecting Work Motivation According to [13] include organizational factors that affect work motivation are payment or salary, job security, co-workers, care, appreciation, and the task itself. Personal or

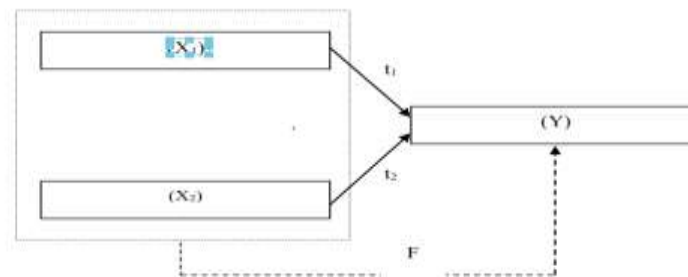


individual factors are needs, goals, behavior and skills. The forms of employee performance motivation according to Ghibson include Achievement motivation, affiliate motivation, power motivation

## 2. Methods

The methodology used in this research is quantitative with the research location at the Department of Communication and Information-SP Luwu Regency. The research approach used is correlation with multiple regression design. The population in this study were all civil servants and non-civil servants at the Department of Communication and Information-SP Luwu Regency with a saturated sampling technique (*saturation sampling*), which made the entire population as a sample. The data collection method is a questionnaire/questionnaire.

### 2.1. Framework



Gambar 1. Paradigma Penelitian

Note:

Y : Performance

X1 : Leadership Style

X2 : motivation

→ : The effect of each  $x_1$  and  $x_2$  on  $y$

.....→ : Effect of  $x_1$  and  $x_2$  on simulation  $y$

## 3. Research Results and Discussion

The discussion on the influence of independent factors consisting of leadership style and work motivation on employee performance at the Kominfo-SP Office of Luwu Regency is described as follows:

### a. The influence of leadership style on employee performance at the Kominfo-SP Office of Luwu Regency

The results of the study show that the leadership style variable has a positive and significant impact on employee performance at the Ministry of Communication and Informatics-SP Luwu Regency. This is evidenced by the results of multiple regression calculations obtained a value of ( $\beta$ ) 0.750 ( $p = 0.000$ ). The contribution of the influence of leadership style on employee performance is ( $\Delta R^2$ ) 0.524, it can be concluded that the first hypothesis in this study is accepted. The highest average score of the leadership style variable indicator is found in the directive indicator (3.5). The highest score contained in the directive indicator (3.5) means that the leadership style applied by the leadership at the Department of Communication and Information-SP Luwu Regency in order to influence employee performance is a participatory leadership style.

### b. The Influence of Work Motivation on the performance of employees in the Department of Communication and Information-SP Luwu Regency.

The results showed that the work motivation variable had a positive and significant effect on the performance of employees at the Department of Communication and Information-SP Luwu Regency,. This is evidenced by the results of multiple regression calculations obtained a value of ( $\beta$ ) 0.763 ( $p = 0.000$ ). The contribution of the influence of leadership style on employee performance is ( $\Delta R^2$ ) 0.533, it can be concluded that the second hypothesis in this study is accepted. The highest average score of the work

motivation variable indicator is found in the indicator of need for affiliation (3.1). This shows that the majority of employees who work at the Ministry of Communication and Informatics-SP Luwu Regency tend to have high performance which is influenced by the need for affiliation. The desire to fulfill the need for affiliation can be in the form of the need to establish relationships with co-workers and superiors, collaborate with co-workers in doing a particular job, socialize other people's activities at work, as well as a sense of satisfaction in individual employees when the activities they do can make other people / other employees and leaders happy. High work motivation driven by the need for affiliation is reflected by the activities carried out by employees, including employees working together with colleagues to complete work.

This research is in line with the research of [4] which state that if the leadership style increases, the employee's performance will also increase, leadership style and work motivation directly have a significant value and have a positive effect on employee performance and The most dominant variable affecting employee performance is the motivation variable.

The results of this study support the theory of [14] which reveals that participatory leadership style is a leadership behavior in which the leader involves subordinates in the decision-making process, asks for advice from subordinates, considers these suggestions before making decisions, and sometimes even lets subordinates make decisions on their own. so that in the end it can improve employee performance.

#### 4. Conclusions

Leadership is basically a process of influencing others. In addition, leadership also means the ability to influence, move, and direct an action on a person or group of people for a particular purpose. In an effort to influence this, a leader applies a style that different in every situation, while with the influence of work motivation (Really in completing work and willing to sacrifice, responsibility at work, and tenacious, steadfast, honest and consistent attitude at work) which means the better the motivation will improve employee performance. Persuasive leadership style tends to be more easily accepted in the scope of team work and will increase employee motivation and performance.

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