

Influence of Leadership Style and Work Orientation on Employee Performance in Government Tanggamus District

Agus Behaki¹, M. Nasor², Heni Noviarita³

{ agus.16081966@yahoo.com¹, nasor@radenintan.ac.id², heninoviarta@radenintan.ac.i³ }

^{1,2,3}State Islamic University (UIN) Raden Intan Lampung, Yulius Usman Street 20, Labuhan Ratu, Kedaton, Bandar Lampung, Lampung, Indonesia

Abstract. The quality of human resources become the main thing in the employment system in a government or private organization. Demands from the community for better services, forced various relevant government agencies to continue to reform by improving the performance of its employees. Regarding this problem, researchers are interested in further studying the performance of employees at the Tanggamus Regency Government Secretariat office in providing services to the community and employee performance. This research is field research with quantitative methods, data collection using a questionnaire with 49 respondents and using multiple linear regression test. The result showed, simultaneously Leadership Style and Work Orientation significantly positive effect on Employee Performance.

Keywords: Leadership Style, Work Orientation, Employee Performance

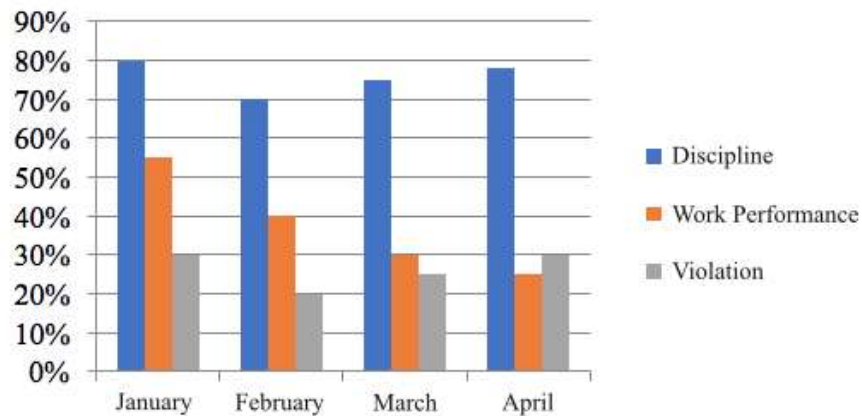
1. Introduction

Performance is the result of work in the form of quantity and quality obtained by a person in doing the functions and objectives in line with the responsibilities given. An employee's performance can be measured by looking at the results of the tasks and activities done in a certain period of time. Employee performance can be improved by various factors, one of which is by giving a positive attitude to the employees in order to have a positive effect, so that they are able to work as much as possible to achieve the expected targets. HR is one of the important elements in determining the success of a government or private organization to achieve goals. As time goes by, the community demand improved services which require various relevant government agencies to continue to reform by improving the performance of their employees. The government in its line of agencies needs to analyze the weaknesses and strengths of each employee, so that these weaknesses can be corrected and can improve the performance of its employees. In order to improve and run the employee performance effectively or as much as possible in the organization, it requires an organizational leader who can conduct coaching appropriately for the employees. According to Gary Yukl, leadership is the ability of an individual to influence, motivate, and make others contribute to the effectiveness and success of the organization[1]. A leader will be able to lead himself and his employees or subordinates by referring to spiritual values which are religious values that he believes. In addition to the spiritual leadership style, an organization's success in achieving its mission and vision or goals can also be influenced by the work orientation itself.

Leadership is the art of influencing human behavior, the ability to educate people. Leadership style is a norm of behavior that is used by a person when he is trying to influence the behavior of others as he sees it[2]. Employee performance can also be interpreted as what employees do or do not do that influences how much they contribute to the organization in terms of output quality, output quantity, output period, attendance at work, and cooperative attitude.

The Influence of Work Ethics and Islamic Leadership on Employee Performance in KJKS/UJKS of Pati District Region states simultaneously that the independent variables (Islamic work ethics and Islamic leadership) have a positive and significant effect on the dependent variable (employee performance) or in other words, the three hypotheses proposed by the researcher are acceptable[3]. Leadership, work orientation and organizational culture in this study simultaneously influence employee performance in employees at the Dispenda of North Sulawesi of UPTD Tondano. The leadership has a positive and significant effect on employee performance at the Dispenda of North Sulawesi of UPTD Tondano. *“The research was conducted specifically to the educational staffs in the UIN Raden Intan Lampung as many as 71 research respondents. Based on research results obtained variable work productivity is influenced by the motivation and discipline of work”*[4].

The data of work performance in one of the districts in Lampung Province, which is in the secretariat of Tanggamus District, is presented in the data of the implementation of activities at the Agency, presented in the following graph:



. 1 Data of Employee Performance in the Secretariat of Tanggamus District

The data of employee performance in the secretariat of Tanggamus District shows that the discipline level was unstable and did not reach 100%. On work performance, there was a decrease in each month from January to April. A violation that occurred reached 30%. This shows that the employee performance was still not 100% achieved, this was certainly able to provide an influence on the quality of service to the community. Based on the various backgrounds that have been explained, the researchers are interested to study further the employee performance in the Secretariat Office of Tanggamus District, Lampung, in providing services to the community and employee performance. The objectives of this study are to find out: 1) The influence of leadership style on employee performance in the

Tanggamus District Government, 2) Examine and explain the influence of work orientation on employee performance in the Tanggamus District Government, 3) Explain the simultaneous influence between leadership style and work orientation on the employee performance in the Tanggamus District Government.

2. Research Framework

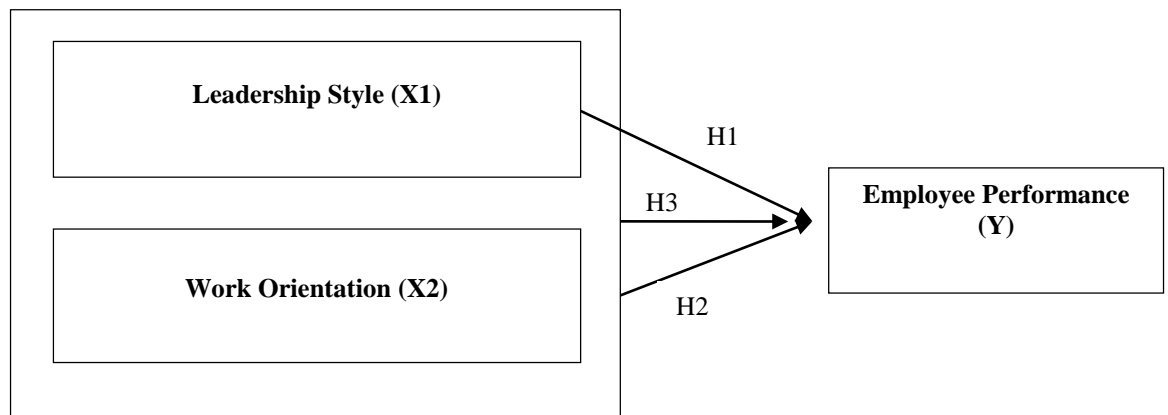


Fig. Research Framework

Research Hypotheses

- H₃ : There is an influence of leadership style and work orientation on employee performance.
- H₂ : There is an influence of work orientation on employee performance.
- H₁ : There is an influence of leadership style on employee performance.

3. Research Methods

3.1.1 Types of Research

This research is quantitative research because the data collected is in the form of a number in the process of processing data and testing hypotheses using appropriate statistical analysis.

3.1.2 Population and Sample

The population in this study were all employees of the Tanggamus Regency Government Secretariat consisting of 193 honorary employees and 98 civil servants, so the total was 291 people. the sample is a small part of a population. The technique used in the sampling is an accidental sampling technique that is taking samples which is consistent with the conditions or sample requirements of certain populations that are most easy to get.

3.1.3 Method of Analysis

The analysis method used in this study is the multiple regression analysis methods. The questionnaire instrument was tested for validity and reliability. The validity test is the level of accuracy between the data that occurs on the object of the research and the data reported by researchers[5]. The validity shows the extent to which differences are got through a measuring device, reflecting the real differences between the respondents studied. A reliable instrument is an instrument that if it used several times to measure the same object, it will produce the same data.

4. Result

Table 1. Simple Linear Regression

Variables	T-Count	T-Table	Information
Leadership Style	3.775	2.01	Ho is rejected
Work Orientation	2.500	2.01	Ho is rejected

With the direction of the positive coefficient, therefore it can be seen that the hypothesis stated that the Leadership Style has a significant positive effect on Employee Performance can be accepted. With the direction of the positive coefficient, thus it can be seen that the hypothesis which stated that Work Orientation has a significant positive effect on Employee Performance can be accepted.

Table 2. Simultaneous Test of All ANOVA^b Variables

Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	941.354	2	470.677	62.415	.000 ^a
	Residual	346.891	46	7.541		
	Total	1288.245	48			

a. Predictors: (Constant), WORK_ORIENTATION, LEADERSHIP_STYLE

b. Dependent Variable: EMPLOYEE_PERFORMANCE

There is a significant effect of the Leadership Style and Work Orientation variables on the independent variable of Employee Performance. It can be seen that $F_{count} = 62.415$ and $F_{table} = 3.1995$ (of significance 0.05 and $df_1 = 2$ $df_2 = 46$). So $F_{count} > F_{table}$ with a significance/probability level of $0.000 < 0.005$ then the regression model can be used to predict the variable of Employee Performance.

Table 3. Coefficient of Determination

Model Summary^b

Model	R	R	Adjusted	Std. Error	Change Statistics	Durbin-
-------	---	---	----------	------------	-------------------	---------

		Square	d R	of the	R Square	F Change	df1	df2	Sig. F	Watson
		e	Square	Estimate	Change				Change	
1	.855 ^a	.731	.719	2.74611	.731	62.415	2	46	.000	1.492

a. Predictors: (Constant), WORK_ORIENTATION, LEADERSHIP_STYLE

b. Dependent Variable: EMPLOYEE_PERFORMANCE

From the table, it can be seen that the correlation coefficient is 0.719. So, it can be concluded that the correlation of the dependent variable and the independent variable is strong. R Squared coefficient of determination or the ability of Leadership Style and Work Orientation, in explaining or predicting Employee Performance is 71.9%, this comes from $R^2 \times 100$ (0.8552×100). This means that the independent variables namely leadership style and work orientation influence the dependent variable (employee performance) by 71.9% while the remaining 28.1% is influenced by other factors.

Leadership style with indicators of loving the truth and only fear of Allah SWT, keep the faith and trust of others, outgoing and sociable, having a passion for progress and dedication, taking responsibility in making decisions affects employee performance. This is a major study in improving employee performance that positive, creative, religious and visionary leaders and responsibilities can positively improve employee performance. A leader with a positive leadership style has added value as an individual who has a personality that can motivate others to raise the spirit and increase the performance in a directed and positive manner. Work orientation in an institution becomes a determinant of how employees can survive and improve their performance.

Work orientation has benefits to reduce employee anxiety, new employees can learn their duties better, employees have more realistic expectations about their work, prevent bad influences from colleagues or superiors who are less supportive, new employees become more independent in carrying out their duties. With the orientation of the new employee, it is expected to help employees to work well, which can increase work productivity and eventually will support the achievement of objectives in government or an administrative institution. An initial training and development program for new employees to adjust and also provide them with information about companies, positions, and workgroups have an important role in the performance process that they will face in the future. The results show that work orientation with participatory approach indicators, a warm welcome, and attention to employees can positively and significantly improve the performance of government employees in Tanggamus Regency.

5. Conclusions

1. Leadership Style has a significant positive effect on the Employee Performance of Tanggamus Regency Government Secretariat.
2. Work Orientation has a significant positive effect on Employee Performance of Tanggamus Regency Government Secretariat.
3. There is an effect of Leadership Style (X1) and Work Orientation (X2) simultaneously on Employee Performance (Y).

References

- [1] H. Ashari, *Manajemen Kepemimpinan (Teori dan praktik)*. Jakarta: Gramedia Pustaka Utama, 2008.
- [2] R. L. M.-J. H. Jackson, *Human Resource Management*. Jakarta: Salemba Empat, 2002.
- [3] M. I. Sultan Haraba, *Manajemen Kepemimpinan Islam dalam kajian Historis*. Jakarta: Bumi Aksara, 2004.
- [4] E.S Maabuat, “(STUDI PADA DISPENDA SULUT UPTD TONDANO),” vol. 16, no. 01, pp. 219–231, 2016.
- [5] Margono, *Metodologi Penelitian Pendidikan*. Jakarta: Rineka Cipta, 2004.