

The Influence of Leadership Style and Work Environment on Employee Performance in Jatimulya Village, South Tambun District

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ABSTRACT

The Influence of Leadership Style and Work Environment on Employee Performance in Jatimulya Village, South Tambun District. This research examines the influence of leadership style and work environment on employee performance in the Jatimulya sub-district, South Tambun District. The data obtained is primary data and the results of questionnaire answers were distributed to 53 respondents and processed using the SPSS (statistical product and serve solution) version 22 program. The results showed that in the partial t-test, the Leadership Style variable has a positive effect on Employee Performance and the Work Environment Variable has a positive effect on Employee Performance. In the simultaneous F test, the variables of Leadership Style and Work Environment together Influence Employee Performance

INTRODUCTION

Humans as one of the controlling elements are the most important and main factor in all forms of organization (Oktarini, 2021). Human resources are an important factor to drive a company forward and develop in the competition and development of today's modern era. Human resources are a challenge for companies because success or failure depends on the quality of human resources. According to (Syafriana, 2019) With human development or good leadership, an employee can easily meet and fulfill the demands of his duties now and in the future.

Therefore, companies must understand resources not only as employees but also as company assets that can be used as well as possible according to company needs. Because if a company does not have good human resource management and does not promote quality employees, then other resources such as capital or money, nature, and technology will not achieve maximum results (Maulyan, 2019).

With the help of performance measurement, the performance of management and the organizational units it manages is evaluated (Nurhandayani, 2022). Employees can maximize their performance when supported by the right work environment. Although this work environment and leadership style greatly influence employee performance, when the work environment is not conducive due to lack of facilities and lack of communication between subordinates and superiors, when the work environment is not conducive, employees feel uncomfortable and uncomfortable. affect the employee's performance.

To improve employee performance, there needs to be a balance between the two things, according to Aurelie A.W.Sasue, Olivia S. Nelwan, (2021) states that efficiency is a tool for measuring work ability. Therefore, some companies set guidelines or rules that must be obeyed by every employee, of course, for the good of the company. The performance of company employees is very necessary to achieve the success of the employees themselves and the company (Sadat et al., 2020).

The phenomenon that occurs regarding the performance of employees in the Jatimulya Village is the lack of timeliness of service, therefore the Jatimulya Village has an innovation or a way to find out the performance of its employees by using a suggestion box as a way for the community to report if there are things that need to be improved in the Jatimulya Village, every month the Jatimulya Village opens a suggestion box to find out suggestions from the community for service progress in the Jatimulya Village, every month the Jatimulya Village finds complaints about the length of service in Jatimulya Village and even has to wait 1 hour just waiting for a photo for KTP. The following details the year 2023 every month for people who are dissatisfied with the timeliness of the Jatimulya Village service.

Based on data from interviews in the Jatimulya Village, Tambun Selatan District, the researchers found several problems in that place, the first problem was a problem regarding leadership style, the problem regarding this leadership

style included the lack of firmness in the leader and the lack of sanctions which were quite frightening.

According to the statement above from the secretary of the Jatimulya Village, it can be concluded that the problems that exist in this agency are regarding leadership style and work environment that must be considered by higher-ups to improve these two things because according to (Suratman Hadi, 2019). With the support of an appropriate work environment, employees can improve their performance to the fullest, if the decline in performance gradually endangers the company and leads to bankruptcy of the company. Employees feel the same way, although everyone has different feelings and thoughts. Therefore researchers only want to know general problems to improve employee performance, so that companies or related agencies can at least provide solutions to problems that arise (SSapitri, D., 2022). So that these employees can further improve their performance, because good or maximum performance is a very important aspect to achieve company goals, which can be influenced by working environmental conditions. Decreasing performance has a negative impact on organizational development (Jufrizen & Rahmadhani, 2020).

THEORETICAL REVIEW

Leadership Style

Innovation leadership enables a company to change and adapt to the external environment and by implication improve its performance (Yunita & Wijayanti, 2020) leadership can be defined as a complex process in which leaders influence their subordinates to carry out and achieve the vision, mission and tasks or goals, thus moving and uniting the organization (Syahril, 2019). Every organization has a goal to be able to develop its organization to be even better, to achieve that goal the organization needs a leader, namely a leader who has a good vision and mission for that goal (Nisa et al., 2019). Leadership styles are basically ad hoc/irregular, so it is sometimes difficult for a leader to judge whether to use only one of the existing leadership styles (Tr, 2020). Using a leadership style is understood as how a manager performs his managerial duties and what it is like for those who wish to be led or who may have observations about that leadership style. According to Efendi (2020) Leadership is the ability and awareness of a person to influence, encourage, invite, guide, exploit and, if necessary, force others to accept that influence and then do something that contributes to the realization of a particular business or goal that has been decided

Work Environment

The work environment is one of the most common places where employees can carry out their daily activities. The work environment directly affects employees, where the work environment can improve employee performance (Rahayu & Rushadiyahati, 2021). A pleasant work environment provides comfort for employees so that it can affect an increase in employee turnover. A pleasant work atmosphere can also affect the emotional attitude of employees. According to (Ronald & Hotlin, 2019) the work environment includes any or all elements that

directly or indirectly affect an organization or business and can have a positive or negative impact on employee performance and job satisfaction. Meanwhile, according to (Susanti & Mardika, 2021) the work environment includes something that surrounds employees in ways that affect individuals in carrying out the tasks assigned to them, such as: air conditioning, good lighting and others.

Employee Performance

The term performance comes from the word Job Performance or Actual Performance (work achievement or actual achievement achieved by a person (Hendra, 2020). states that efficiency or achievement is a picture of the level of success in implementing a program of action or policy in realizing organizational goals, objectives and vision through organizational strategic planning. Meanwhile, according to (Ayunasrah et al., 2022) states that efficiency is the result of work that is closely related to the organization's strategic goals and customer satisfaction, contributing to the economy. So, performance is about getting the job done and the results you get from it. Efficiency is what you get from it. what to do and how to do it The definition of performance according to (Londok et al., 2019) "Performance is the result of evaluating work carried out by employees against the criteria given.

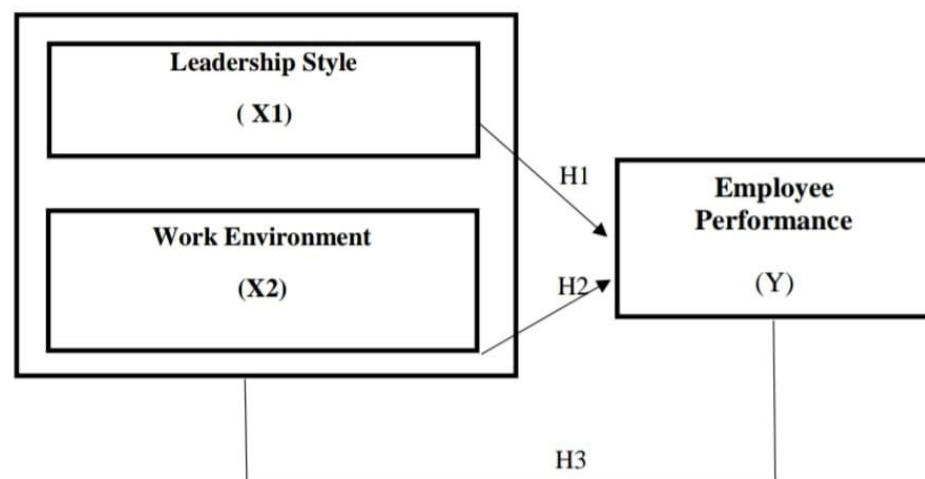


Figure 1. Conceptual Framework

Hyphotesis

- H1 : Leadership Style has a positive effect on Employee Performance
- H2 : Work Environment has a positive effect on Employee Performance
- H3 : Leadership Style and Work Environment have a positive effect and significant to Employee Performance

Methodology

The type of research used in this research is quantitative research. The quantitative method can be interpreted as a research method based on the philosophy of positivism, which studies certain populations or samples, collects

information through research tools, analyzes data that is quantitative/statistical in nature and whose purpose is to describe and test established hypotheses (Sugiyono, 2019). This research approach uses two data sources, namely primary data and secondary data.

Primary data is data derived from direct observation and interviews with employees of the Jatimulya Village, South Tambun District. Secondary data is in the form of theories from various magazines and books which are used as references in the preparation of this research. The data collection technique used in this study was to make a list of questions which were then presented to employees or respondents in the form of a questionnaire. After the results of the questionnaire data are obtained, they will be processed using SPSS 22 to obtain valid final results.

RESULTS

Validity

test is used to determine the feasibility of items in a questionnaire to define a variable. These checklists usually support a particular group of variables. Validity test must be carried out on each question item in the validity test. We compare the results of r calculation with r table where $df = n-2$ with sig 5%. If r table $< r$ count then it is valid.

The value of r table is determined using the formula df (degree of freedom) = n (number of respondents) -2, with a two-way test significance at a significant value of 0.05. Therefore, the value of $df = 53-2 = 51$, so that an r table value of 0.270 is obtained. Based on this, the questionnaire can be said to be valid if the results of the questionnaire validity test have an r count that is greater than the r table value. From the results of testing the validity of the 3 variables above, it can be concluded that the r -count value is greater than the r -table value of 0.270, therefore the validity test can be declared valid.

Reliability

test can be declared valid if the reliability test value can be carried out together on all question items, if the Cronbach's Alpha value is > 0.60 then it is reliable

Normality

test in the Kolmogorov-Smirnov test method, if the significance value is > 0.05 then the variable is normally distributed and vice versa if the significance is < 0.05 then the variable is not normally distributed. Based on the results of table 4.10 it can be seen that the value of Asymp.Sig. (2-tailed) of $0.086 > 0.05$

Multicollinearity test is a test used to see the relationship between one variable and another. In addition to this test, it is also necessary to avoid habits in the decision-making process which identify the effect of each independent variable subtest on the dependent variable. If the resulting VIF is between 1 and 10, this does not occur

Heteroscedasticity

tests the difference in residual variance from one observation period to another. Scatter can be used to see whether there is a pattern or not. No regression. If the data points are spread above and below or around 0, the data points are not only grouped above or below, the data should not be scattered, the wave pattern becomes wider, then narrows and widens. Again, the data distribution is not patterned.

T test

Tabel 1. T test

| Model | | Coefficients ^a | | | | |
|-------|-------------------|-----------------------------|------------|---------------------------|-------|------|
| | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
| | | B | Std. Error | Beta | | |
| 1 | (Constant) | 7.738 | 2.574 | | 3.006 | .004 |
| | GAYA_KEPEMIMPINAN | .488 | .143 | .455 | 3.415 | .001 |
| | LINGKUNGAN_KERJA | .286 | .128 | .299 | 2.244 | .029 |

Source : Process data using SPSS version 22

In the table above it can be seen that the Leadership Style variable (X1) obtains a t-count value of 3.415 > 2.00575 (t-table) with a sig. 0.001 < 0.05 (α) or a significance value less than 0.05. Therefore, Ho is rejected or Ha is accepted, which means partially Leadership Style (X1) has a positive influence on Employee Performance (Y).

Furthermore, the Work Environment variable (X2) obtained a t-count value of 2.244 > 2.00575 (t-table) with a sig. 0.029 < 0.05 (α) or a significance value less than 0.05. Therefore, Ho is rejected or Ha is accepted, which means that partially the work environment (X2) has a positive influence on employee performance (Y)

Based on the results of the table below, it can be seen that the calculated F value is 21.993 > 3.17 F table with sig. 0.000 < 0.05 (α) or a significance value less than 0.05. Thus Ho is rejected or Ha is accepted, which means that simultaneously Leadership Style (X1) and Work Environment (X2) have a significant effect on Employee Performance (Y)

Tabel 2. F test

| | | ANOVA ^a | | | | |
|-------|------------|--------------------|----|-------------|--------|-------------------|
| Model | | Sum of Squares | Df | Mean Square | F | Sig. |
| 1 | Regression | 211.079 | 2 | 105.539 | 21.993 | .000 ^b |
| | Residual | 239.940 | 50 | 4.799 | | |
| | Total | 451.019 | 52 | | | |

a. Dependent Variable: KINERJA_KARYAWAN

b. Predictors: (Constant), LINGKUNGAN_KERJA, GAYA_KEPEMIMPINAN

Source : Process data using SPSS version 22

Discussion

The Effect of Leadership Style (X1) on Employee Performance (Y)

Based on the results of the partial test on leadership style, it shows that the variable leadership style (X1) partially has a positive and significant effect on employee performance (Y), therefore H_0 is rejected, H_a is accepted. Which means if the Jatimulya Village improves and fulfills the things employees need, such as being strict with employees who violate it and giving severe sanctions, then the Leadership Style will increase, so that it can improve employee performance which will have a positive impact. This research is in line with previous research conducted by (Indriyani et al., 2021), (Masturi et al., 2021), (Siti, Nur Aisyah & Wardani, 2020).

The Effect of Work Environment (X2) on Employee Performance (Y)

Based on the results of the partial test on the work environment, it shows that the work environment variable (X2) partially has a positive and significant effect on employee performance (Y). therefore H_0 is rejected and H_a is accepted. Which means if the Jatimulya Village, South Tambun District creates a good work environment for employees by improving the quality of existing facilities and updating, then employee performance will increase, so employee performance can increase. This research is in line with previous research conducted by (Suratman Hadi, 2019),(Siagian & Khair, 2018),(Yuliantari & Prasasti, 2020).

The Effect of Leadership Style (X1) and Work Environment (X2) on Employee Performance (Y)

Based on the results of the simultaneous test Leadership Style (X1) and Work Environment (X2) have a significant effect on Employee Performance (Y), then H_0 is rejected and H_a is accepted. Based on these two things, it shows that simultaneously the variables of Leadership Style and Work Environment have a significant effect on Employee Performance, which means that each variable of Leadership Style, Work Environment, and Employee Performance has a very important role for Jatimulya village, which is if these two variables run together it can improve employee performance properly which has an impact on the Kelurahan. The results of this study are in line with previous research (Badrianto et al., 2022), (Laliasa et al., 2018), (Ismanto, 2020).

Conclusion

The results of research that has been carried out by researchers with the title "The Influence of Leadership Style and Work Environment on Employee Performance in Jatimulya Village, South Tambun District" can be drawn the following conclusions:

1. Leadership style partially has a direct positive effect on employee performance, with a firm leadership style, employee performance will improve
2. The work environment partially has a positive and significant influence on employee performance, with a good work environment

- in the form of maintenance of work facilities, adequate air ventilation and good employee relations, it will improve employee performance
3. Leadership Style and Work Environment simultaneously have a positive and significant effect on employee performance. Leadership Style is the most dominant variable influencing performance. This is indicated by a coefficient value of 0.488 which is greater than the Work Environment which is only 0.286.

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