
The Effect Of Leadership on Employees Performance in Mayors Office South Jakarta

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ABSTRACT

The purpose of this study was to determine the effect of leadership on employee performance in the South Jakarta mayor's office. The research used was a survey with a casual design. The number of respondents was 125 employees, the sampling technique was done by simple random sampling of 265 South Jakarta mayor employees..

Keywords: compensation, employee work motivation.

I. INTRODUCTION

In this study focused on the influence of leadership, compensation and task commitment on the performance of South Jakarta mayor employees. Based on Law Number 5 of 2014 concerning the State Civil Apparatus (ASN), ASN employees have the duty to form superior public policies and implement them; provide professional and quality public services; and strengthen the unity and unity of the Unitary State of the Republic of Indonesia. To carry out this task, ASN employees act as planners, implementers, and supervisors in the implementation of general tasks of government and national development through the implementation of policies free from political intervention, and clean from the practices of corruption, collusion and nepotism. However, the reality is that portraits of government officials in Indonesia still revolve around low professionalism, distribution and composition that are not yet ideal, placement in positions that have not been based on competence, non-objective performance appraisal, promotion that has not been based on work performance, work culture and work ethic which is still low and the application of disciplinary regulations that are not implemented consistently.

On this basis the performance in the employee organization of the South Jakarta mayor has been the main thing in the development of human resources within the South Jakarta mayor's organization.

According to Colquitt, LePine, Wesson (2015) which defines performance as a form of behavior both positive and negative, not results or abilities or competencies. If performance is interpreted as behavior can be intervened, improved through leadership, compensation and commitment.

On this basis the role of a leader, giving compensation and commitment from employees to be able to make a positive contribution to the organization so that the goals of the organization to achieve the work target can be achieved well..

II. METHODS

In accordance with the research problems described in chapter one, the research method used was a survey with a causal design. Sugiyono (2016) argues that survey methods are usually used to describe existing phenomena, but can also be used to compare the conditions under study with certain criteria that have been previously set. Survey methods can also be used to assess the effectiveness of a program, as well as investigate influences or to test hypotheses. Survey methods, among others, depend on (1) the number of people sampled; (2) representative sampling rates, meaning the sample represents the group being investigated; (3) The level of trust in information obtained from the sample.

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This study uses a quantitative approach, a survey method with path analysis techniques consisting of exogenous and endogenous variables. Exogenous variables are leadership, compensation and commitment while endogenous variables are performance. The population in this study were all echelon IV employees of the South Jakarta mayor. The sample in this study is a portion of the population. The sampling technique used was Random Sampling, which is a simple random sampling method which numbered 125 employees, while for the instrument trials there were 30 employees. Data collection techniques are carried out using research instruments in the form of questionnaires. The instrument was tested before being used in this study. Testing this instrument includes testing validity and reliability. From the test results, there are valid and invalid items. An invalid instrument was deleted. The method used in this study is quantitative research with correlational analysis. Correlational research aims to determine the correlation between variables. Correlations between two or more variables are determined using regression equations to make predictions in the population. Research variables include four variables: variables are Leadership and Pegawai Performance variables, with the following hypothesis:

H1: Leadership has a significant influence on performance.

H0: Leadership does not have a significant effect on performance.

IV. RESULT AND DISCUSSION

The positive direct effect of leadership on performance has a leadership path coefficient of performance of 0.354 with tcount of 4.460. Because t_{hitung} is more than t_{table} at $dk = 121$ for $\alpha = 0.05$ at 1.96, H0 is rejected and H1 is accepted, which means there is a positive direct effect of the leadership variable on the performance variable which is stated to be very important.

The results of the analysis of the first hypothesis yield findings that leadership has a direct positive effect on performance. Based on the findings, it can be concluded that performance is directly influenced positively by the leader. Leader factors will result in improved performance. The results of this study are in line with the opinions of some Armstrong experts (2016) explaining that four factors influence performance, namely: 1) personal factors, including individual skills, competency, motivation, and commitment, 2) leadership factors, namely the quality of motivation, guidance and encouragement given by the leadership, 3) factors of work systems and facilities provided by the organization, and 4) situational factors, including changes and emphases from internal and external factors.

Ding et al. (2018) if someone in the organization provides the ability and knowledge in leadership, it significantly improves organizational innovation performance. The results of research from Ding show that wise leadership improves innovation performance.

Bel (2010; 47-60) leaders are not required to manage all the details of their company, innovative leaders have the ability to balance creativity and discipline, and they can very well ensure and capture opportunities. If a leader has a good, authoritative, honest and responsible visionary spirit, it will be very influential and can influence other people to cooperate, which is based on the person's ability to guide and give a better direction to the road which will certainly bring positive impact for his followers in this regard to the performance of employees in the field.

According to Prussia et al., Leadership is the main foundation of an organization. The results of the Prussia study, et al. Have practical implications for the design of organizational interventions that are directed at improving performance. Organizations that emphasize empowerment must utilize training programs aimed at demonstrating skills development and leadership, by providing leadership training it is believed that employee performance can be improved.

According to Abu Bakar and McCann (2018) in their journals researching employees, 65 work groups and 3 organizations revealed a significant influence of leadership on the rankings of group members' performance. The positive relationship between leadership and employee performance will be clearer when a leader and members interact and communicate well

CONCLUSION

Based on the results of the calculation of research data and the results of data analysis described above, leadership has a direct positive effect on the performance of employees in the South Jakarta Mayor's environment. This shows that if the leadership is run well it will result in an increase in work effectiveness

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