

The Influence Of Leadership Behavior And Work Motivation On Employee Performance At The Wara Sub-District Office Of Palopo City

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Abstrak

The purpose of this study was to determine how leadership and motivation affect employee performance at the Palopo City Wara Subdistrict Office. This research is quantitative. The Wara sub-district office in Palopo was the subject of the study. The population was 40 employees from the Wara sub-district office in Palopo, and the sample was 40 people. The saturated sample method is used, which means that the sample is everyone in the population. Multiple regression analysis, reliability, and validity are used to analyze the data. The results showed that leadership and motivation had a significant influence on employee performance at the Wara sub-district office in Palopo city. In addition, motivation has a significant and positive influence on employee performance.

Keywords: leadership, motivation and performance.

1. Introduction

The workplace will undergo changes, both internal and external, in an era of globalization characterized by rapid shifts in various industries. This shift will also have a major impact on human resources, especially officials (Aprilya, 2013). As part of the organization, employees are required to carry out governmental, developmental, and social tasks. An organization will strive to achieve the goals set in the vision and mission of the institution by carrying out its duties, principals, and functions. To achieve this goal, employees who perform well are needed. As happened at the Palopo City Wara Subdistrict Office, an organization's success in achieving its goals depends on technology, budget, and human resources.

Human resources can be used as a benchmark for company achievements in creating organizational needs; This includes an apparatus that guarantees credibility and competence because it has a good level of welfare and an optimal level of productivity. Good employee performance is an ideal work building, namely performance that is in accordance with company standards and supports the achievement of government organizational goals. A good organization at the government level is one that tries to improve the ability of its human resources because this is an important factor to improve the performance of village employees.

A very important group factor for any organization is leadership. Social care is always related to leadership, which means interaction between leaders and subordinates or vice versa to achieve the same goal (Jumady et al., 2022). Leadership is defined as an attitude and way that is sought to invite, persuade, and move the crowd by communicating in the desired manner; This includes assigning tasks and instructions to others, doing things that make people react and respond, and generating a shift in a better direction, and creating a dynamic spirit that encourages and aligns institutions. Leadership according to (Oktaviana, 2022), leadership is the process of influencing a group to achieve leadership goals. Instead, leadership is what influences or encourages a person or group of people to work voluntarily to achieve a specific goal or objectives in a particular context. A leader must have certain characteristics, such as personality and desire to achieve certain goals. Factors that can drive a

person to perform certain activities are needs and desires for something; Therefore, every activity must have a stimulus. So, a person can be motivated to do certain activities to get what he needs. Each person has needs and ideals, which are related to the psychological processes that occur to them (Oktaviana, 2022).

The passion or drive to work optimally to achieve goals is known as motivation. Based on this explanation, it can be concluded that employee motivation is getting higher along with their efforts to achieve company goals. Everyone may have different work motivations, depending on the factors that influence them. Similarly, a person's work motivation can basically be seen from his activities and work results, which show good performance, so that a person's work motivation always focuses on work results. Similarly, a person's work motivation can basically be seen from his activities and work results, which show good performance, so that a person's work motivation is always centered on work results.

Performance can be defined as the level of success of a worker or employee in completing a task within a certain period of time, by considering various possibilities, such as evaluation of work result standards, goals or previous targets that have been set (Rosmini & Tanjung, 2019). Various descriptions above, the researcher is interested in knowing more about "The Influence of Leadership Behavior and Work Motivation on Employee Performance at the Wara Subdistrict Office of Palopo City".

2. Methodology

This research is a descriptive research analysis using a quantitative approach. Descriptive method is a method that aims to describe or describe the object of research systematically, factually and accurately about the facts and relationships between variables that are made as research variables.

Quantitative approach is an approach used in research through mathematical calculations to prove scientifically whether there are relationships that occur between research variables and the extent of their implications for certain variables that want to be proven in this study

The research site was carried out at the Wara Subdistrict Office of Palopo City. The source of data used in this study, namely using two types of data whose purpose is to help the author in solving problems in this study. The types of data used in this study were grouped into, ie.

- a. Primary data: This research data comes from questionnaires distributed to employees of the Palopa City Wara Subdistrict Office.
- b. Secondary data: This data is obtained from journals, literature, books, and internet sources related to the research topic. The secondary data used in this study came from journals, books, and internet sources

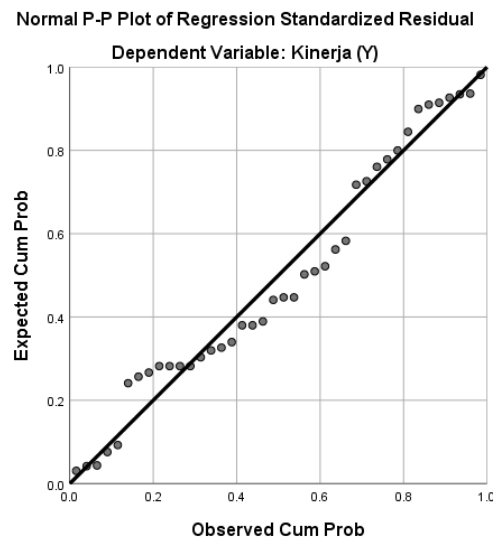
3. Result and Discussion

3.1. Result

Normality test

The normality test is a statistical test used to test whether the observed data has a normal distribution or not. To test the normality of this research, a probability graph test was used. The researchers' results were processed as follows.

Figure 1. Normality Test Results



Source: 2023 SPSS Data Processing Results

In the picture above, the grains are spread around the diagonal line and follow the direction of the diagonal line, so the research carried out is normally distributed.

Multicollinearity Test

In the multicollinearity test, the independent variables X are correlated with each other.

Table 1. Multicollinearity test results

Model	Unstandardized Coefficients		Standardized Coefficients	Collinearity Statistics	
	B	Std. Error	Beta	Tolerance	VIF
(Constant)	8.356	3.399			
Kepemimpinan (X1)	.177	.069	.264	.986	1.014
Motivasi (X2)	.594	.087	.706	.986	1.014

a. Dependent Variable: Kinerja (Y)

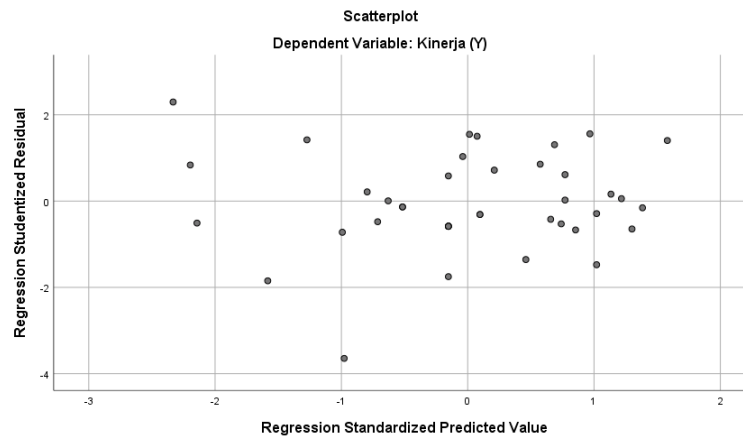
Source: 2023 SPSS Data Processing Results

The multicollinearity test shows that there are no symptoms of multicollinearity if the tolerance value is more than 0.10 and the VIF value is less than 10. The tolerance value above is 0.986 and the VIF value is 1.014. Therefore, it can be concluded that the research results show that there are no symptoms of multicollinearity.

Heteroscedasticity Test

The heteroscedasticity test is a test that assesses whether there is unequal variance in the residuals for all observations in the linear regression model.

Figure 2. Heteroscedasticity test results



Source: SPSS 2023 Data Processing

The image above shows that the spread points on the scatterplot graph do not form a wavy or narrow pattern; they spread around the number 0 as well. It is clear that a regression model can be used for this research because no heteroscedasticity is observed.

Autocorrelation Test

Table 2. Autocorrelation test results

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.782 ^a	.611	.590	1.736	2.346

a. Predictors: (Constant), Motivasi (X2), Kepemimpinan (X1)

b. Dependent Variable: Kinerja (Y)

Source: SPSS 2023 Data Processing

Number of samples (n) = 40, number of independent variables (k = 2), and dU value (upper limit) = 1.658, $DW < DW < 4 - DU = 1.658 < 2.346 < 2.342$, according to table 2

Multiple Linear Regression Test

At the Wara sub-district office, Palopo City, multiple linear regression analysis was used to evaluate how much influence leadership and motivation have on employee performance. This analysis was carried out to find the multiple linear regression equation, namely $Y = a + b_1X_1 + b_2X_2 + e$, whose components (α , b) were obtained using the SPSS program.

Table 3: Multiple linear regression test results

Coefficients ^a					
Model	Unstandardized Coefficients		Standardized Coefficients	T	Sig.
	B	Std. Error	Beta		
(Constant)	8.356	3.399		2.459	.019
1 Kepemimpinan (X1)	.177	.069	.264	2.559	.015
Motivasi (X2)	.594	.087	.706	6.839	.000

Source: 2023 Data Processing Results

$$Y = 8.356 + 0.177X_1 + 0.594X_2 + \bar{e}$$

- Constant/alpha value = 8.356 This value is 8.356, which shows that this value will remain the same or constant as long as motivation and leadership do not change.
- The coefficient value $X_1 = 0.177$, a value of 0.177 shows a positive sign for the leadership variable, which results in increased employee performance.
- The coefficient value $X_2 = 0.5943$, nilai 0.594 shows a positive sign for the motivational literacy variable, which results in increased employee performance.

t Test (Partial)

Model		Coefficients ^a		Standardized Coefficients Beta	T	Sig.
		Unstandardized Coefficients				
		B	Std. Error			
1	(Constant)	8.356	3.399		2.459	.019
	Kepemimpinan (X1)	.177	.069	.264	2.559	.015
	Motivasi (X2)	.594	.087	.706	6.839	.000

Source: 2023 SPSS Data Test Processing Results

The calculated t test with a 95% confidence level can be carried out to find out whether the variables of leadership behavior and work motivation influence employee performance. This test can be formulated as follows:

- Based on the data on the coefficients above, the value of leadership on employee performance is t-calculated (2.559) > t table (2.021) and the significant value is 0.015 < 0.05. So it is concluded that leadership has a significant effect on the performance of Wara sub-district office employees, Palopo City. .
- Based on the data on coefficients above, the motivation value for employee performance is t-count (6.839) > t table (2.021) and the significant value is 0.000 < 0.05. So it is concluded that motivation has a significant effect on the performance of Wara sub-district office employees, Palopo City.

f Test (Simultaneous)

Model		ANOVA ^a				
		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	175.292	2	87.646	29.089	.000 ^b
	Residual	111.483	37	3.013		
	Total	286.775	39			

a. Dependent Variable: Kinerja (Y)

b. Predictors: (Constant), Motivasi (X2), Kepemimpinan (X1)

Source: 2023 Test Data Processing Results

Based on the data calculations in the table above, the F test results obtained calculated F value (29,089) and a significant value of 0.000 < 0.05. So it is concluded that the Dependent Variable, namely Leadership Behavior and Work Motivation, simultaneously (together) has a significant effect on the Independent Variable, namely Employee Performance at the Wara District Office, Palopo City.

Coefficient of Determination Test

Model Summary ^b				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.782 ^a	.611	.590	1.736

Source: 2023 Test Data Processing Results

Based on the Model Summary value above, an r square of 0.611 is obtained. This shows that the Dependent variable, namely Leadership Behavior and Work Motivation, has an influence of 61.1% on the Independent variable, namely Employee Performance at the Wara District Office, Palopo City. Meanwhile, the remaining 38.9% was influenced by other factors not examined in this research.

3.2. Discussion

The Influence of Leadership Behavior on Employee Performance

From data analysis it is known that the t-count value of Leadership Behavior (X1) is 2.559 with a significance of 0.015, so it can be concluded that the Dependent Variable, namely Leadership Behavior, has a significant effect on the Dependent Variable, namely Employee Performance (Y). This means that the hypothesis is accepted.

This is in line with what Waedoloh et al. (2022). Factors that influence employee performance include abilities and transfers, knowledge, work plans, personality, motivation, leadership, leadership style, organizational culture, job satisfaction, work environment, loyalty, commitment, and work discipline. This is in accordance with previous research (Waedoloh et al., 2022) and recently conducted research. The research results show that employee performance is influenced positively and significantly by leadership.

The Influence of Work Motivation on Employee Performance

From the analysis data above, it is known that the calculated t value of Work Motivation is 6.839 with a significance of 0.000, so it can be concluded that the dependent variable, namely Work Motivation, has a significant effect on the Independent Variable, namely Employee Performance (Y). This means that the hypothesis is accepted.

Previous research, "The Influence of Work Motivation, Work Discipline, Work Environment, and Leadership Style on the Performance of Civil Servants of the Batam City Government Regional Industry and Trade Service", found that motivation influences employee performance

The Influence of Leadership and Work Motivation on Employee Performance

From the results of the data analysis above, it is known that the calculated F value of the Leadership Behavior and Work Motivation variables is 29,089 with a significant value of 0.000, so it can be concluded that the Dependent variables, namely Leadership Behavior and Work Motivation, have a significant effect simultaneously on the Independent Variable, namely employee performance. This means that the hypothesis is accepted.

This research is the same as research conducted by (Waedoloh et al., 2022) with the research title "The Influence of Leadership and Work Motivation on Employee Performance

at the Banten Province Culture and Tourism Service", which states that Leadership and Work Motivation simultaneously influence Employee Performance.

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