

Influence of Leadership Against Employee Performance and Work Motivation At Bandarmasih PDAM Banjarmasin City

**Dewi Merdayanty, (Corresponding email:merdayanty_dewi@yahoo.co.id)
Lecturer Fisip of Islamic University of Kalimantan, Indonesia**

Abstract

The purpose of this study to determine the effect for influence of leadership against employee performance and work motivation from PDAM Bandarmasih Banjarmasin. Research methodology using quantitative methods, this sample is 78 respondents by using the formula Slovin and tool data analysis using SPSS v.23 for descriptive respondents questioner and SmartPLS v.2 for effect between variables, this kind of *descriptive research*. The results showed that leadership significantly influence employee performance, leadership significant effect on work motivation.

Keywords: Leadership, Performance, Motivation

1. Introduction

An organization established course has a goal to be in touch with social life, so it is useful for public organizations. Bandarmasih PDAM Banjarmasin is one of the provider organizations drinking water in the city of Banjarmasin, for it taps Bandarmasih required to continue to progress and evolve in order to provide maximum service. To realize this need reliable management of leadership. Leadership is a process of social influence in influencing the behavior of others towards the achievement of the goals set. Approach to leadership is highly correlated with the conditions subordinate organizations to obtain compliance and affect employee performance. The approach of this research leadership is leadership transformational and transactional leadership is employee performance measurement is responsiveness, responsibility, accountability. Leadership in principle should also be able to work motivation subordinates to be able to give a boost to employee performance in rangka improve service quality. In this study motivation through motivational and hygiene. This study aimed influence of leadership against.

employee performance and influence of leadership against work motivation at Bandarmasih PDAM Banjarmasin City

2. Literature

Leadership

Transformational leadership is the leadership of a social nature and concerned with the common good, the social nature of this defeat their own interests for the good of others (Howell & Avolio in Peter, 2013:177), Indicators of transformational leadership (Bass in Robbins, 2014:188) that ideal influence, inspired motivation, intellectual stimulation, individualized consideration. Transactional leadership is leadership that focuses on the exchange that took place between leaders and followers (Burns in Peter, 2013:176) Trasaksional leadership indicators, (Bass in Robbins, 2014:188) is a conditional reward and management by exception

Performance

Husein Umar (2005:38) that the service quality level in light of the performance is the performance of <expectation can not be considered satisfactory, the performance can be considered satisfactory = expectations, performance> hope can be considered very satisfactory Performance indicators Lenvine in Dwiyanto (2006:45), namely responsiveness, responsibility perspective, and the perspective of accountability.

Motivation

Herzberg in Hasibuan (2008:229) states two motivating factors namely the motivational factors are the things that drive achievement that is intrinsic and hygiene factors that boost the extrinsic nature. Motivational factor and hygiene is an

indicator of this study motivation.

3. Method Conceptual Research Framework

The research method is quantitative method with type research *descriptive research*, Inroads this study all employees at PDAM Bandarmasih totaling 374 employees. Sampling using Slovin formula, with a sample size of 79 respondents. Data analysis tools using the Statistical Package for the Social Sciences version23 and Smart Last Partial Square version2

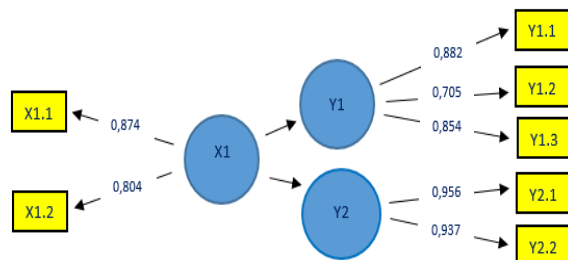
Research Hypothesis

1. H_0 = Leadership does not significantly influence employee performance on the Regional Water Company Bandarmasih Banjarmasin.
 H_1 = Leadership significant effect on the performance of employees at the Regional Water Company Bandarmasih Banjarmasin.
2. H_0 = Leadership does not significantly influence the motivation of the Regional Water Company Bandarmasih Banjarmasin.
 H_1 = Leadership significant effect on the motivation of the Regional Water Company Bandarmasih Banjarmasin.

4. Research result

The Convergen validity

Convergen validity of measurement results >0.5 , the following Outer Loading:



Information:

- X_1 : Leadership variables,
 $X_{1.1}$ indicators:leadership transformatinal
 $X_{1.2}$:transactional leadership.
 Y_1 : Variable employee performance,

- $Y_{1.1}$ indicators:Responsiveness,
 $Y_{1.2}$:Responsibility,
 $Y_{1.3}$:Accountability
 Y_2 : Work Motivational variables, indicators
 $Y_{2.1}$:motivational and $Y_{2.2}$:hygiene

Test reliability composite Reliability R Square

variables	composite Reliability
X_1	0.827
Y_1	0.857
Y_2	0.946

	R Square
Y_1	0.389
Y_2	0.586

Reliability of composite value >0.8 , then each of these variables is reliable, and positions on the questionnaire research variables in the taps Bandarmasih as the unit of analysis in this study is reliable by using the variables of leadership, employee performance, work motivationresulting benchmarks are accurate or unbiased.

Results of R Square explained that the leadership variable (X_1) on employee performance (Y_1) is 0.389 or 38.9% of the remaining 61.1% influenced by other variables. Variable Leadership (X_1) on the motivation (Y_2) of 0.586 or 58.6% of the remaining 41.4% influenced by other variables.

Discussion Outer Model

Hypothesis Testing Results 1:

	First samples (0)	Samples Mean (M)	Standard Deviation (STDEV)	t - statistic (O / STDEV)
$X_1 \rightarrow Y_1$	0.623	0.636	0.149	4.194

The measurement results show that the magnitude of the variable coefficient Leadership (X_1) on taps Bandarmasih on performance (X_2) = 0.623 (positive/direction) with Tstatistik value of $4.194 > 1.96$ (t-table), meaning Leadership significantly affect the performance, then H_1 accepted , with a unidirectional relationship, interpreted if

leadership is applied the better, then the employee's performance will be higher. Conversely, if the leadership is applied badly, then the employee's performance would be lower.

Descriptive Variables Respondents Leadership

No.	Indicator	\bar{x}	σ
1.	Transformational Leadership ($X_{1.1}$)	3.12	0.33
2.	Transactional leadership ($X_{1.2}$)	2.83	0.39
The average score variable		2.98	0.53

According to the table that the average score of 2.98 and an average standard deviation of 0.53, well perceived, it is proved that the respondents tend to agree. Description of leadership variables influenced by perceptions of taps Bandarmasih employees who agree on the two indicators.

Indicator is the smallest value of transactional leadership is 2.83 with deviation of 0.39 strander interpreted that transactional leadership on Bandarmasih taps should be improved, it is advisable to do a deal of leadership related to things that are done by subordinates and provide incentives if the objectives agreed organizational unit achieved, monitor deviations from the standard set, to take remedial action if standards have been set in the organizational unit is not reached, handed over responsibility for the organization to employees in accordance with their positions and hand over decision-making at the organizational unit when associated with the activities of each unit, with deemikian transactional leadership efforts on Bandarmasih taps, the better.

The indicator with the greatest value is the transformational leadership with an average value of 3.12 with deviation of 0.33 strander. The value is expected to be maintained and even increased, where leadership is reflected in the leadership taps Bandarmasih who instilled the principles to employees that the organization's interest more diutamakn rather than personal interests according to the vision and mission of taps, instilling pride to employees as provider of public services,

promoting the importance of values and confidence do the work, giving encouragement to employees to develop within the organization, implementing the organization's key objectives and achievements to promote the ideas that innovate.

Hypothesis Testing Results 2:

	First samples (0)	Samples Mean (M)	Standard Deviation (STDEV)	t - statistic (O / STDEV)
$X_1 \rightarrow Y_2$	0.765	0.767	0.070	10.956

The measurement results show that the magnitude of the coefficient of leadership variable (X_1) on taps Bandarmasih to motivation (X_3) = 0,765 with a value of 10.956 Tstatistik > 1.96 (t-table), leadership means significantly affect the motivation of the H1 is received, with positive relationships, interpreted leadership significant effect on motivation and perceived if the leadership is getting better, then the motivation will be higher. Conversely, if bad leadership (negative), then the lower motivation.

Descriptive Variables Respondents Work Motivation

No.	Indicator	\bar{x}	σ
1.	Motivational ($Y_{2.1}$)	3.15	0.41
2.	Hygienic ($Y_{2.2}$)	2.97	0.33
The average score variable		3.06	0.37

According to the table of the value of the average score of 3.06 and an average standard deviation of 0.37, well perceived, it is proved that the respondents tend to agree. Description motivational variables influenced by perceptions of taps Bandarmasih employees who agree on the two indicators.

Indicators of motivation variable with the smallest value is hygienic, hygienic indicator shows an average value of 2.97 with deviation of 0.33 strander. Thus indicators hygienic PDAM Bandarmasih should be improved, suggested an increase in indicators of hygiene can be done by way of policy and administrative systems of leadership is more

accommodating to employees, fostering career future employees during work on the taps, put the position of the right employees in the performance of duty, and leaders need to provide broader oversight in helping the process penyelesaian task, the working relationship with the full guidance and direction, creating a conducive working suasana and providing fair incentives, so the motivation to work on Bandarmasih taps, the better.

Indicators of motivation variable with the largest value is motivational. Motivational indicator shows an average value of 3.15 with deviation of 0.41 strander. This is reflected on the motivation of employees working taps Bandarmasih that leadership to a policy for security in the work can be guaranteed for employees, pimpianan very concerned about the financial stability of the organization and encourage employees excel in performing their duties, appreciation / recognition for any accomplishments achieved by employees , provides the flexibility to be creative in doing the job, emphasizing the high responsibility to employees, always communicating to encourage work for the progress and growth of the organization, all of these instruments to encourage good motivation.

5. Conclusion

1. Leadership significant impact on the performance of employees, and the direction of a positive relationship. Meaningful, if the perception of the performance leadership applied to taps Bandarmasih getting good / positive, the higher the performance of employees. Conversely, if the perception of leadership to employee performance is applied to the taps Bandarmasih increasingly bad / negative, then the employee's performance is getting low, the results of testing this hypothesis is confirmed by the response of employees taps, where the approach to transformational leadership in taps Bandarmasih as the dominant element in the formation of leadership in taps Bandarmasih City Banjarmasin.

2. Leadership significant impact on the motivation, for the direction of a positive relationship. Meaningful, if the perception of leadership on motivation applied to PDAM Banjarmasin Bandarmasih getting better and positive, then the higher motivation. Conversely, if the perception of leadership on motivation applied to PDAM Banjarmasin Bandarmasih increasingly ugly or negative, then the motivation will be lower, the results of hypothesis testing is corroborated by employee feedback taps, in which the dominant element in the formation of leadership in Bandarmasih PDAM Banjarmasin is a hygienic element.

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