

The Influence of Leadership Style Toward Employee Performance in the Regional Board for Disaster Management of South Nias Regency

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ABSTRACT

This study aims to determine the effect of Leadership Style on Performance, at the Office of the Regional Disaster Management Agency of South Nias Regency. All employees in the research object as many as 30 people were designated as respondents. Because the type of data is primary data, therefore the data collection uses a questionnaire distribution method which is then processed with the help of IBM SPSS Statistics 23 software. The analytical tool used is simple linear regression. The test results show that the t-count value \geq t-table value, partially the leadership style variable has a positive effect on the performance variable. Because the significance value \leq 0.05, it can also be stated that the leadership style variable has a significant effect on the performance variable

Keywords:

Leadership Style,
Performance

INTRODUCTION

Human resources (HR) is a topic that is always warm to discuss. Because this topic is very crucial for the development of an organization. There is no organization that does not need an organization. Because HR is the main pillar of the strength of an organization. HR is often referred to as labor, employees, staff, and other terms. People who fill the hierarchical structural positions of the organization from the highest to the lowest are called HR.

Likewise in government agencies, human resources are absolutely needed to carry out service activities for the community who need these services. If the community expects increasingly better services, then the government agency needs to place human resources who work hard to realize excellent services in their agency. Because one of the portraits of the success of an agency in working is because it has competent human resources in working. According to the Hero Model theory, a healthy and resilient organization combines three key components that interact with each other: (1) healthy organizational resources and practices (eg, autonomy), (2) healthy employees (eg, efficacy beliefs), and (3) healthy organizational outcomes (eg, performance). (Gil-beltrán et al., 2020)

Because 'performance is considered as optimal work results', (Fachrurazi et al., 2022) So, In carrying out its activities, the Organization needs employees who have performance so that the results obtained by the organization are also optimal. Byars and Rue (2006) argue that 'performance is the level of achievement of employee tasks according to the nature of the job.' (Bhatti & Alyahya, 2021) In addition, employees must be capable of working, capable of working is employees who are able to optimize every power and effort of their work so that they are able to produce good performance. Conversely, 'if performance is not good, it will have an impact on the difficulty of completing work quickly or on time.' (Dalimunthe, 2018) In addition to being

capable, employees need to have sensitivity to their work because it can help improve performance. (Sulistianingsih & Rushadiyati, 2022)

There are various things that an employee needs to have, one of which is seriousness in working. If an employee is serious about working, then the employee has the ability to provide excellent service to the community who deal with his workplace. Having positive feelings and always focusing on work are things that can increase work concentration. 'Employees must consume psychological resources to hold back these negative thoughts and feelings if they do not want to damage performance.' (Choi, 2020)

The above certainly requires employees not to work monotonously, but to have the ability to innovate in their work. But of course, without violating the rules, standard procedures, and technical instructions that have been previously established. 'A large body of literature has shown that follower innovative behavior can be positively influenced by leadership such as transformational leadership, entrepreneurial leadership, ethical leadership, kind leadership, and humorous leadership.' (Ding & Yu, 2020)

Leaders who are based on high reasoning power, and are always oriented towards the interests of the organization (not ego and personal interests) always focus on efforts to find the strengths of their employees including identifying weaknesses, development efforts, and disseminating information evenly so that strengths can be fully applied in the workplace. This can increase the efficiency, productivity, and success of the organization. A good leader will always be a good supervisor for the development of his subordinates.

Of the many leadership theories available in the literature, there is something interesting from what Bass (1985) put forward, namely, this Model, also known as the Full Range of Leadership Model. This model divides leadership styles into three parts: transformational leadership, transactional leadership and laissezfaire leadership. (Al-Subaie et al., 2021) These three leadership styles are based on empowering and involving employees in the work process and not highlighting the arrogance and authoritarianism of a superior. This is where the role of a leader in playing his role so that it can be understood by his employees properly, namely by applying the right leadership style at work. And does a leader dare to put aside his ego by choosing a leadership style that is appropriate by adapting to the situation and circumstances of his subordinates? Maybe this is difficult but it could be the right way for superiors so that their subordinates have good performance.

The role of leaders is quite large in helping employees to be able to work seriously so that they are able to provide excellent service to the community. The role of the leader is manifested in the application of leadership style. 'The application of the right leadership style will be able to improve the performance of members of the organization.' (Rosalina & Wati, 2020) However, we often hear that leadership style is often monotonous based only on the 'mood' and nature of a leader. In fact, it is not uncommon for leaders to like to highlight their arrogance to their subordinates, because they suffer from having influence, power, and authority over their subordinates. So that sometimes leaders feel right and ignore the aspirations of their employees. It should be, 'the more reliable a leader is in carrying out his role, the faster

the performance of the organization will be seen which will later become the performance of all human resources who work'. (Wijaya & Eppang, 2021) This means that leaders do not only demand that employee performance exists with the efforts of the employees themselves but need to translate their role to try so that the performance of their employees can be realized quickly with their active role as superiors. Because whether employee performance is good or not is more or less influenced by leadership style (Sihite et al., 2024).

Not a few leaders demand employees to have good performance, by being able to overcome obstacles and work problems, and also being able to complete their work well and on time. However, sometimes superiors do not understand the circumstances of employees who are sometimes only required to be able to complete their own work. 'The relationship between superiors and subordinates cannot be created without a relationship of mutual respect, no trust between both, and not being able to see that the effect of obligations will grow into a working relationship.' (Pradana, 2021) In fact, many employees also need more than just an ultimatum from their superiors. More than that, employees expect their superiors to be close partners without having to put aside the role and position of their superiors as leaders.

Employees not only need a leader who is authoritative, firm and brave. Far from that, employees need a role model and example and inspiration when working. The expected leader is not someone who makes employees afraid and reluctant to their superiors. But employees hope to have a strong emotional closeness to their superiors. Their superiors are able to be a source of answers when they have obstacles and work pressures. Superiors participate in giving opinions, finding solutions, and even directly participating in resolving the work difficulties of their employees. If leaders are able to transform as leaders with a good leadership style that adapts their roles and abilities to the developing situation and circumstances, to help their subordinates, it is not impossible that employees will have good performance, because one of the factors that forms employee personality comes from superiors. If the employee's personality is good, then performance will also be good. (Budianto & Kurniawati, 2024).

Based on the findings of the problem and supported by the results of the literature review, the researcher attempted to examine the research problem by presenting the research hypothesis:

Ho: Leadership style does not have a positive and significant influence on employee performance.

Ha: Leadership style has a positive and significant influence on employee performance.

Based on the hypothesis that has been 'built', the researcher decided to determine the topic of this research, The Influence of Leadership Style Toward Employee Performance In The Regional Board For Disaster Management of South Nias Regency.

METHOD

This research is the part of quantitative research because it uses primary data in the form of numbers which will be processed through statistical analysis. The population determined is all employees of the Regional Board for Disaster Management of South Nias Regency office, totaling 30 employees. When the questionnaires were distributed to 30 employees, and when the questionnaires were returned to respondents, the number of questionnaires returned was also 30 copies. The drawing of research samples with census samples, the number of population is the same as the number of samples. Because the population is small, or less than 100 people, the entire population is used as a sample (Sarwono & Martodiredjo, 2008) The research data comes from the answers chosen by respondents on the questionnaire sheets that have been distributed to each employee. The data is processed with the help of IBM SPSS Statistics 23 software.

Simple linear regression analysis is an analytical tool that is applied. Simple regression analysis shows the use of only one dependent variable (Y) as a linear function of one independent variable (X). (Sarwoko, 2007) In this study, before analyzing the research data, first test the statement item instruments on the distributed questionnaire, then conduct a Classical Assumption pass test, to ensure that the research data is truly healthy and worthy of being continued for statistical testing (Partial Test).

RESULTS AND DISCUSSION

1. Instrumen Test

a. Validity Test

Tabel 1. Validity Test Results

No	R Calculate X1	R Calculate Y	R Table N=30	Caption
1	,632	,376	0,361	Valid
2	,750	,578	0,361	Valid
3	,717	,638	0,361	Valid
4	,706	,645	0,361	Valid
5	,720	,650	0,361	Valid
6	,780	,791	0,361	Valid
7	,650	,653	0,361	Valid
8	,752	,443	0,361	Valid
9	,750	,698	0,361	Valid
10	,711	,413	0,361	Valid
11	,628	,524	0,361	Valid
12	,629	,389	0,361	Valid
13	,714	,579	0,361	Valid
14	,642	,497	0,361	Valid
15	,461	,349	0,361	Valid

The calculated r value for variable X and variable Y obtained from the processed output of research data in IBM SPSS Statistics 23 software, from the table above, it can be seen that the r table value of all research instrument items in both variables is above the r table value (n = 30, 95%), meaning that all statement items are declared valid.

b. Reliability Test

Table 2. Reliability Test Results

Variables	Nilai Cronbach Alpha	Information
Leadership Style	0,916	Reliable
Performance	0,809	Reliable

Because the value of the reliability coefficient for the research variables (cronbach alpha value), all have values above 0.60, meaning that the instruments in both research variables are declared reliable. Or the indicators in each variable are reliable and worthy of being used as measuring instruments in an instrument.

2. Classical Assumption Test

This test, aims to check whether the research data is feasible to be continued to statistical testing. If the research data has passed the classical assumption test after being tested in several types of tests, then the data can be tested to the Statistical test stage. This classical assumption test uses two tests.

a. Data Normality Test

Table 3. Data Normality Test Results

One-Sample Kolmogorov-Smirnov		
Unstandardized Residual		
N		30 ^c
Exponential parameter ^{a,b}	Mean	3,8190854
Most Extreme Differences	Absolute	,127
	Positive	,118
	Negative	-,127
Kolmogorov-Smirnov Z		,553
Asymp. Sig. (2-tailed)		,920

Based on the output above, the statistical test value is $0.553 > 0.05$; Thus, all data from this research have been distributed normally. This means that this research data is suitable to be continued to the statistical testing stage.

b. Heteroscedasticity Test

Table 4. Results of Heteroscedasticity Test

Coefficients ^a					
Model	Unstandardized Coefficients	Standardized Coefficients	t	Sig.	
	B	Std. Error	Beta		
1 (Constant)	7,627	4,389		1,738	,093
Leadership Style	-,049	,075	-,121	-,645	,524

a. Dependent Variable: Abs_RES

For heteroscedasticity testing, the Glejser test method is used to assess whether or not there are symptoms of heteroscedasticity in the data to be used for research with the condition ($t \text{ count} \leq t \text{ table}$ and $\text{sig value} \geq 0.05$). The method is by regressing the independent variable against the absolute value of its residual (Absolute residual value/ Abs RES) (Suliyanto, 2011). It is known that the $t \text{ count}$ value is $-0.645 \leq t \text{ table}$ of 1.697. In addition, because the significance value is $0.524 \geq 0.05$; then the research data does not show symptoms of heteroscedasticity

3. Statistical Test

Statistical testing using a single hypothesis test, simple linear regression analysis once (because the independent variable is only one). So the focus of the researcher is to see the output value of the t count and compare it with the t table. The value of a variable, in this case the dependent variable (Y) can change (up or down) because it is influenced by the independent variable (X).

a. Simple Linear Regression Test

Tabel. 5 Statistical Test Results (Parsial)

Coefficients ^a					
		Unstandardized Coefficients	Standardized Coefficients	t	Sig.
		B	Std. Error	Beta	
1	(Constant)	35,152	6,951		5,057
	Leadership Style	,355	,119	,491	2,981

a. Dependent Variable: Performance

based on the results in the table above, it can be seen that:

- t count value $2.981 \geq t$ table 1.697 (t table value $n = 30 / 2$ tailed / 0.05) = there is a positive influence.
- significance value $0.006 \leq$ significance level 0.05 = there is a significant influence.

In this situation, the Leader is not only required to be a leader, but is able to be a director who teaches about work for his subordinates (both work planning and work processes). With a good leadership style, the leader will be an example and role model for his subordinates. Employees will imitate the positive trends of their superiors so that employees will have good performance.

b. Regression Model Output Analysis

Because the data processing uses Ordinary Least Square (OLS) based regression with the aim of seeing the smallest error rate (usually below 0.05%), the regression model in this study is:

$$\hat{Y} = a + bX_1$$

$$\hat{Y} = 35,152 + 0,355X_1$$

The value of 35.152 is a constant/fixed value when the Y variable (performance) is not at all or has not been influenced by any independent variables (either variables inside or outside the model). This means that performance is very weak and needs support from independent variables to be able to increase or boost employee performance, so the researcher decided to choose one independent variable, namely leadership style. With the following description:

- The coefficient of the leadership style variable (b1) 0.355 = when the leadership style is increased by 1 unit or its application is maximized to 100%, it will increase performance by 0.355 or 35.5%.
- From the explanation above, it is known that the leadership style (independent variable) has contributed to increasing performance if the leadership style can be applied properly according to the situation and conditions that develop at the research location. Leadership must function as a mentor or trainer for employees who need help because of difficulties or experience problems and deadlocks while

working. So that employees will be helped and these employees are able to reduce the risk of errors in their work, which leads to employees being able to have good performance. This is in line with the statement: Mentoring is positively related to personal learning which in turn positively affects employee performance. (Jyoti & Sharma, 2017)

c. R Test

Tabel. 6 Model Feasibility Test Results

Model Summary ^b				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.491 ^a	.241	.214	6,490

a. Predictors: (Constant), Leadership Style

b. Dependent Variable: Performance

The coefficient of determination value is 0.241; it means that the Performance variable can be explained by the Leadership Style variable with a percentage of 24.1%. In other words, the independent variables in the model play a fairly good role because they are able to explain the dependent variables in the model by 24.1%. Of course, if you look at the output above, this is a figure that is far below ideal. Because a good model is said to be feasible if the independent variables in the model (Leadership Style) are more dominant in explaining the dependent variables in the model. But in reality, the independent variables outside the model (not yet known and determined) are more dominant in influencing the dependent variables in the model with a difference of 24.1% compared to 75.9%.

CONCLUSION AND SUGGESTIONS

a. Conclusion

Based on the results of the research data processing, this study can be concluded:

Leadership style has a positive effect on performance because the calculated t value is $2.981 \geq t \text{ table } 1.697$, then leadership style has a significant effect on performance because the significance value is $0.006 \leq 0.05$ significance level. This proves that the role of leadership style is very much needed in an organization to increase employee performance. Therefore, leadership style should not be taken lightly and applied haphazardly according to the wishes and tastes of the leader.

The role of the leader plays a big role in shaping work patterns and directing employees, so that the work process can run well. By implementing a good leadership style, it will have an impact on the psychology of employees who feel working as an obligation and not as pressure. With conditions like this, employees will easily produce good performance because of comfort at work. Leadership styles are not about matching, but leaders need to apply leadership styles not because they suit their tastes, but according to the situation and working conditions.

b. Suggestions

There are some useful suggestions for future research locations and similar research developments that have some or all of the variables studied in this study, namely:

1. Agency leaders are expected to be able to apply a leadership style that is not monotonous, but can be adjusted to the developing situation and circumstances. So that employees are able to work routinely every day and have good communication with their superiors and do not feel pressured by the leadership style applied by their superiors.
2. Superiors are not just leaders but are able to be mentors and direct directors when employees experience deadlocks and difficulties when doing their jobs. In addition, superiors continue to communicate well, closely, and always maintain solidarity with employees (subordinates).

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