

The Effect of Leadership

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THE EFFECT OF LEADERSHIP STYLE ON WORK MOTIVATION OF PASIMARANNU VILLAGE, SINJAI TIMUR DISTRICT, SINJAI REGENCY

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ABSTRACT

This study aims to determine the positive and significant influence of leadership style on work motivation of the Passimarannu Village apparatus, East Sinjai District, Sinjai Regency. The population and sample in this study were 30 people. Data collection is carried out by means of questionnaires and documentation. The analytical method used is Un Normality. Multicollinear terras and Un Heteroscedasticity tests were tested with Multiple Regression Analysis. The results of the study after the data was processed with IBM SPSS 25 it was found that it has a positive and significant influence on leadership gava on work motivation of the Passimarannu Village apparatus, East Sinjai District, Sinjai Regency, it can be concluded that the gava leadership has an influence on employee work motivation at the Pasimarannu Village Office, Sinjax Timar District, Singar Regency.

Keywords: Leadership Style of Kerial Motivation

ABSTRAK

Penelitian ini bertujuan untuk mengetahui pengaruh positif dan signifikan gaya kepemimpinan terhadap motivasi kerja perangkat Desa

Passimarannu Kecamatan Sinjai Timur Kabupaten Sinjai. Populasi dan sampel dalam penelitian ini sebanyak 30 orang. Pengumpulan data yang di lakukan yaitu dengan Kuesioner dan Dokumentasi. Adapun metode analisis yang di gunakan yaitu Uji Normalitas, Uji Multikolinierteriras dan Uji Heteroskedasitas di uji dengan Analisis Regresi Berganda. Hasil penelitian setelah data diolah dengan IBM SPSS 25 di peroleh bahwa memiliki pengaruh yang positif dan signifikan terhadap gaya kepemimpinan terhadap motivasi kerja perangkat Desa Passimarannu Kecamatan Sinjai Timur Kabupaten Sinjai, maka dapat di simpulkan bahwa gaya kepemimpinan memiliki pengaruh terhadap motivasi kerja pegawai pada Kantor Desa Pasimarannu Kecamatan Sinjai Timur Kabupaten Sinjai.

Kata Kunci : *Gaya Kepemimpinan, Motivasi Kerja*

INTRODUCTION

In carrying out its activities, villages need human resources (HR). Because human resources are one of the factors that play a very important role in determining the goals of an ideal village. HR as a driving force for all village goals. Humans are a different resource factor from other factors because humans have feelings, desires, and desires. Therefore, human resources must be managed and nurtured carefully and thoroughly in order to provide an optimal role for the village. Mobilizing human resources in the village effectively depends on the ways in which the leader acts in leading the village.

In managing human resources, a leader must realize that village officials are the assets that most affect the performance of village officials. In other words, it must be realized that there is a dependency between the village head and village officials. The village head in addition to requiring village officials to work optimally in order to achieve village goals, on the other hand must understand the needs of each member of the village apparatus. According to Robbins (2001) leadership is the relationship between a person and others. Leaders are able to influence others to be willing to work together on related tasks to achieve what is desired.

Work motivation is to do work diligently so that work is expected to be completed faster and with better results. Village officials with high work motivation will work with passion, discipline, initiative and with an awareness of their obligations to work more effectively and efficiently. Dissatisfaction due to low work motivation can lead to absenteeism, decreased absenteeism, tardiness, complaining at work, lack of respect for

the company and so on. This illustrates that dissatisfaction with unmet needs can affect one's work motivation.

With the motivation, the attention, thoughts, energy and activities of the village apparatus can be directed towards more useful and profitable goals and objectives for both the village and the village apparatus itself. To encourage village officials to be able to excel and be able to work as desired by the village, each village apparatus must have the motivation and loyalty to the village where they work so that they can make a positive contribution in achieving village goals. However, this will not be achieved without a strong motivator from the village leaders.

Passimarannu Village, East Sinjai District, Sinjai Regency is one of the villages led by a village head who is and is responsible to the regent through the regional secretary, as a government apparatus, the village head (KADES) and his staff are always required to work and serve the community as much as possible. and use time as efficiently as possible so that the work given can be done according to what is expected so that community needs can be immediately met. The leadership style used by the village head of Passimarannu is a democratic type of leadership. This type is considered as the ideal type that is best especially for the benefit of society. Because the democratic type of leadership is openness and the desire to position work and to be together.

This form of leadership places humans as the main and most important factor. Everyone will be appreciated and respected as a human being who has different abilities, desires, thoughts, interests, concerns and opinions from one another. Therefore, everyone must be utilized by including him in all organizational activities. The participation is adjusted to their position, each of which has the authority and responsibility for the achievement of common goals. The leadership style of the village head in the village of Passimarannu is called a democratic leader because the village head of Passimarannu is a good guide for his group.

METHODOLOGY

Research Variable

Umar (2013: 47) states that the variable in the study is an attribute of a group of objects under study that have variations between one another in the group. Then Kuncoro (2009:49) states that a variable is something that differentiates data or changes values. Values can differ at different times for the same object or person, or values can differ at the same time for different

objects or people. The variables of this research are: The independent variable is leadership style (X) and the dependent variable is work motivation (Y).

Research Design

The research design is intended to facilitate the author in carrying out research. In addition, it is hoped that research can be more focused and achieve the desired target. The research design is made by showing the relationship between the independent variable and the dependent variable so that it reflects the data analysis technique used.

Murti and Wahyuni (2006:47) A study requires a research design or research strategy to assist the author in carrying out the research. The research design contains the steps from the preparation stage to the stage of writing and reporting the research results obtained in the form of a plan that includes how to choose the problem under study and read relevant books.

Population and Sample

Population

Sugiyono (2009:80) suggests that "Population is a generalization area consisting of objects/subjects that have certain qualities and characteristics determined by researchers to be studied and then drawn conclusions". The population in this study were all village officials who worked at the Passimarannu Village Office, East Sinjai District, Sinjai Regency, amounting to 30 people.

Sample

The sample is part of the population whose characteristics are to be investigated and considered

to represent the entire population to represent the population that has been applied in this study, so a sample is needed as a reflection to describe the state of the population so that it is easier to carry out research, or part of the number and characteristics possessed by the population. For the objectivity of the data, the author uses a representative sample from each representative village apparatus to be used as a research sample.

RESULT

Data Analysis

This study aims to examine the effect of leadership style (X) as the independent variable and work motivation (Y) as the dependent variable. In addition, to find out how strong the influence between these variables is, we use several methods, namely:

Instrument Test

1) Test Validity

Validity test is used to test the extent to which the accuracy of the measuring instruments used in measuring and obtaining research data from respondents. Validity test is used to measure whether or not a questionnaire is valid, a questionnaire is said to be valid if rcount is greater than rtable at the 5% significance level. The complete test of the questionnaire questions can be seen in the table below:

Table 1. Variable Validation test results X

Item	R count	R table	Description
X1	0.690	0.350	Valid
X2	0.587	0.350	Valid
X3	0.652	0.350	Valid
X4	0.654	0.350	Valid
X5	0.656	0.350	Valid
X6	0.811	0.350	Valid
X7	0.587	0.350	Valid
X8	0.656	0.350	Valid
X9	0.667	0.350	Valid
X10	0.766	0.350	Valid
X11	0.811	0.350	Valid
X12	0.798	0.350	Valid
X13	0.732	0.350	Valid
X14	0.798	0.350	Valid
X15	0.756	0.350	Valid
X16	0.574	0.350	Vaid

Source: Results of Primary Data Processing in 2021

Table 2. Variable Validation test results Y

Item	R count	R table	Description
Y1	0.847	0.350	Valid
Y2	0.835	0.350	Valid
Y3	0.707	0.350	Valid
Y4	0.630	0.350	Valid
Y5	0.572	0.350	Valid
Y6	0.553	0.350	Valid
Y7	0.603	0.350	Valid
Y8	0.659	0.350	Valid
Y9	0.529	0.350	Valid
Y10	0.630	0.350	Valid

Source: Results of Primary Data Processing in 2021

The table above shows that all items are valid to be used as instruments or statements in order to measure the variables studied at the Passimarannu Village Office, East Sinjai District, Sinjai Regency. The table above shows that all items are valid to be used as instruments or statements in order to measure the variables studied at the Passimarannu Village Office, East Sinjai District, Sinjai Regency.

2) Test Reliability

The reliability test aims to see whether the questionnaire has consistency if the measurements are carried out using the questionnaire repeatedly. A questionnaire is said to be reliable if the value of Cronchbach's alpha > 0.60 then the questionnaire is declared reliable or consistent. The following are the test results of the reliability for the two variables:

Table 3. Reliability Test Results

Variable	Cronbach Alpha	Description
Leadership Style	0.931	Reliabel
Motivation	0.855	Reliabel

Source: SPSS 2021 data processing results

Based on the table above, it can be concluded that the variables of leadership style and work motivation are all reliable because it is obtained that the value of Cronchbach's alpha of the Leadership Style variable is 0.931 and work motivation is 0.855 which is greater than 0.5, so it can be concluded that leadership style and work motivation have reliable results.

Table 4. Simple Linear Regression Results

Coefficients ^a						
Model		Unstandardized Coefficients		Standardized Coefficients	T	Sig.
		B	Std. Error	Beta		
1	(Constant)	8.161	4.604		1.772	0.087
	Total_X	0.443	0.075	0.744	5.897	0.000

a. Dependent Variable: Total_Y

Source: SPSS Processed Data for 2021

Based on the results of data analysis in the table, it can be seen that the simple linear regression equation model from this study is:

$$Y = 8.161 + 0.443X + 0,075$$

The equation can be translated as follows:

1. The constant value of 8,161 means that if there is no leadership style variable, motivation will still produce a value of 8,161 or in other words if the leadership style variable does not affect or is equal to 0 then motivation will still produce 8,161.
2. The X regression coefficient of 0.443 states that each addition of 1 level of leadership style value will increase motivation by 0.443.

Based on the table that has been stated above, it explains the magnitude of the correlation or relationship value (R) which is 0.60. From the output, the correlation coefficient (R) of 0.744 is found in the interval between 0.60 – 0.799. From these results it can be interpreted that the relationship between the variables of this style means that the regression coefficient is positive so that it can be said that the direction of the X variable towards Y is positive. It is said to be positive here that the indicator used as a measuring tool in this study is Maslow's theory, consisting of physical needs, security and safety needs, social needs, esteem needs, and self-actualization needs. From all the indicators that are used as measuring tools, it is found that the Passimarannu Village Office, East Sinjai District, Sinjai Regency has fulfilled the internal and external needs of its employees. So employees are motivated to be better at work so as to create good work motivation and benefit the company in terms of human resources.

3. The standard error value is 0.075 which is the maximum value of error that can occur in estimating the population mean based on the sample. Koefisien Korelasi

Correlation means relationship as well as correlation analysis, which is an analysis used to see the relationship between two variables. Correlation test does not distinguish the type of variable (there is no dependent or independent variable).

Table 5. Correlation Coefficient Results

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.744 ^a	0.554	0.538	5.029

a. Predictors: (Constant), Total_X

Source: SPSS processed data for 2021

Leadership (X) on the work motivation variable (Y) has a strong level of relationship. In the output column, the coefficient of determination (R square) found a value of 0.554 or 55.4%, which means that the ability of the leadership style variable to influence employee motivation is 55.4%, the remaining 44.6% is influenced by other variables not examined in this study.

Table 6. Test Hypothesis (T)
a. Dependent Variable: Total_Y

Coefficients ^a						
Model		Unstandardized Coefficients		Standardized Coefficients	T	Sig.
		B	Std. Error	Beta		
1	(Constant)	8.161	4.604		1.772	0.087
	Total_X	0.443	0.075	0.744	5.897	0.000

Source: SPSS processed data for 2021

The t-test was used to determine the effect of leadership style on work motivation. From the results of the analysis using SPSS 21 obtained Tcount variable. Based on the results of the hypothesis or t test shows that leadership style has an influence on work motivation. This can be seen from the significance value showing a value where $0.000 < 0.05$ besides that it can be seen from the t count where the t value for leadership style has a value of $5.897 > 0.350$. It can be said that leadership style has a significant influence on work motivation.

DISCUSSION

In this study there are 2 variables, namely leadership style as the independent variable and work motivation as the dependent variable. This research was conducted at the Passimarannu Village Office, East Sinjai District, Sinjai Regency with a total population of 30 people. The sampling technique used was the saturated sample technique. Saturated sampling is a sampling technique when all members of the population are used as samples.

Variable leadership style has 4 types, namely: authoritarian leadership style where leadership is based on absolute power and leads followers by directing the goals that have been applied, charismatic leadership style where this style includes extraordinary attractiveness and disposition so that it has a very large number of followers, democratic leadership style where this style invites subordinates to negotiate problems related to work and every decision taken is always based on a joint decision, and paternalistic leadership style where this style is fatherly with overprotective or overprotective nature which considers subordinates immature and does not give their subordinates opportunities to make their own decisions. The work motivation variable has 5 indicators, namely: physiological needs where this need is the most basic including the need for life such as eating, drinking, housing, oxygen, sleep and so on, the need for a sense of security where this need includes security for self-protection from the dangers of work accidents and security for the day they know when they are no longer working, social needs where this need includes the need for

friendship, affiliation and close interaction with other people, esteem needs where this need includes the need to be respected, appreciated for one's achievements and recognition of one's skills and abilities as well as the effectiveness of one's work, and the need for self-actualization where this need includes the highest needs related to the process of developing the true potential of a person to show one's abilities, expertise.

Based on the results of the simple linear regression analysis that has been described previously, it is explained that the leadership style variable has a positive effect on employee work motivation at the Passimarannu Village Office, East Sinjai District, Sinjai Regency.

The results showed that the leadership style statistically influenced the work motivation of employees at the Passimarannu Village Office, East Sinjai District, Sinjai Regency as evidenced by the significance value in the regression test, the t-count value was greater than the t-table value, namely $5.897 > 0.350$. Therefore H1 is accepted and it can be said that there is a strong influence between leadership style (X) on work motivation (Y) of employees at the Passimarannu Village Office, East Sinjai District, Sinjai Regency. If seen from the statistical results, the correlation coefficient (R) of 0.554 means that leadership style on work motivation has a strong relationship and the coefficient of determination value of 0.554 means that leadership style has an influence on work motivation of 55.4%, the remaining 44.6% influenced by other variables not examined in this study.

Data analysis based on the validity test was obtained r arithmetic $>$ from r table so that all indicators of the research variables were declared valid. The test results from reliability show that the indicators in the study have Cronbach's alpha (α) greater than 0.06 so that all measuring concepts for each variable from the questionnaire are reliable questionnaires.

CONCLUSION

Based on the results of the analysis and discussion that has been carried out in this study, the authors can draw conclusions:

- a. The results of hypothesis testing indicate that the leadership style variable on employee work motivation at the Passimarannu Village Office, East Sinjai District, Sinjai Regency shows a significant and positive influence on work motivation. It is said to be positive here that the indicator used as a measuring tool in this study is Maslow's theory based on 5 Hierarchies. From all the indicators that are used as measuring tools, it is found that the Passimarannu Village Office, East Sinjai District, Sinjai Regency has fulfilled the internal and external needs of its employees. So employees are motivated to be better at work so as to create good work motivation and benefit the company in terms of human resources.
- b. The influence of leadership style on work motivation on the results of the

correlation coefficient shows the results that have a strong influence and the rest is influenced by other variables not examined in this study.

SUGGESTION

a. For the Head of Pasimarannu Village, East Sinjai District, Sinjai Regency

In order to improve the leadership style on work motivation, remain firm in giving direction, it is also necessary to pay attention to the form of employee work motivation in terms of security and safety needs such as health insurance, old age insurance, sanctions for employees who have made mistakes, health equipment, and room conditions. work, because if employees feel motivated in their work, work motivation will also be even better by providing complete medical equipment for employees who need it and the working conditions used are quite comfortable. The high work motivation that makes employees swiftly in doing their job.

b. For employees

As input to the extent to which employees evaluate leadership style on work motivation and pay attention to what internal and external needs make employees motivated in doing their jobs.

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