



LEADERSHIP STYLE ANALYSIS OF EMPLOYEE PERFORMANCE MOTIVATION AT TIGARUNGGU PUSKESMAS

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Abstract

An organization must have a leader who is able to direct and guide employees in the organization. The relationship between leadership style and employee performance motivation is where the higher the performance motivation of an employee at work, the resulting performance will also be more effective and competent in his field of work. This study aims to determine the analysis of leadership style on employee performance motivation at Tigarunggu Public Health Center in 2020. With a sample of 30 people. The data collection tool used was a questionnaire and data analysis was carried out univariately using data processing. The results of the chi-square test analysis can be obtained that leadership style has a relationship with the performance motivation of Tigarunggu Public Health Center employees in 2020.

Keywords : leadership style, employee performance, motivation

1. INTRODUCTION

Often we find leaders who use their absolute power by ordering their subordinates without paying attention to the conditions that exist in their subordinates. This clearly does not rule out the possibility of making employees feel uncomfortable at work, it can be seen that the leadership that is happening in Indonesia at this time we cannot turn a blind eye to what is happening at this time, where leaders are more arbitrary in making decisions without seeing the condition of employees, only draw conclusions from one side only. According to Kelvin, leadership is one of the factors in the development of a company because without a good leadership style it will be difficult to achieve organizational goals. So leadership style is the main problem in achieving goals. The complexity of the problems faced by management will result in an increase in the need for leaders who have certain qualities. The leadership style desired by an organization at this time is a quality leadership style, by taking into account the needs of all parties (AA.Wahab 2018).

Leadership style is behavior and strategy, as a result of a combination of philosophies, skills, traits, attitudes, which are often applied by a leader when trying to influence the performance of his employees. Leadership style is a pattern of behavior designed to integrate organizational goals with the aim that Tigarunggu Health Center is the only health center located in the Purba district so that many people choose Tigarunggu Health Center as a place to get health services. With the large number of patient visits at the Puskesmas, so that the Puskesmas is required to provide maximum service quality, a leader is needed who is able to control and regulate the running of the Puskesmas, especially in providing work motivation to employees.

Based on the initial survey at the Puskesmas, it was found that the motivation of health workers to improve the quality of services was still low, judging by the high percentage of late arrivals to work. The low motivation affects the coverage of health services that have not yet reached the target, while the results of interviews with several health workers show that leadership style problems at the Puskesmas include the lack of the role of the Head of the Puskesmas in providing motivation, where the communication relationship between health workers and the head of the puskesmas does not take place. with great familiarity.

Efforts to improve the performance of health workers require the role of a Puskesmas head in carrying out an effective leadership approach, the success of the Puskesmas is very dependent on the ability of its leaders. The perspective of each subordinate towards his leader will be different from one another, individual perceptions of leadership will affect their behavior at work (Wikipedia, 2019). It appears that leadership has a very important role and influence on the

performance of subordinates. Based on this, researchers are interested in knowing the leadership style of the head of the Puskesmas in Tigarunggu.

This reflects the leadership style applied by the head of the Puskesmas has not been effective (Rosenni, 2020). The basis that is often used to classify leadership styles is the tasks that must be done by the leader, the obligations of the leader and the philosophy adopted by the leader. Leadership style is one aspect of leadership that is closely related to how a leader applies how to lead his subordinates. Managing subordinates, leaders must also be able to create good communication between leaders and their subordinates so that this becomes crucial if the leadership style applied is not in accordance with the employee's situation (O Neldia, 2016).

2. IMPLEMENTATION METHOD

2.1 Leadership Style

Leadership style is the way a leader uses to influence his followers. Leadership style is a pattern of behavior of a typical leader when influencing his subordinates, what the leader chooses to do, the way the leader acts in influencing group members to form his leadership style. To understand leadership style, at least it can be studied from three main approaches, namely the trait, behavioral, and situational approaches (Wikipedia, 2019). Leadership is a process of directing and influencing activities related to the work of group members or employees. Leadership broadly includes the process of influencing in determining organizational goals, motivating the behavior of followers to achieve goals, influencing to improve the group and its culture. Leadership is the ability to inspire others to work together as a group to achieve a common goal. The ability to lead is acquired through daily life experiences. In leading an organization the leader uses a leadership style (O Neldia, 2016)

Leadership Style Indicatoris as follows:

Literature Review, 2019 A person's leadership style can be seen and assessed from the following indicators:

1. Decision Making Ability
2. Motivating Ability
3. Communication Skills
4. Ability to Control Subordinates
5. Responsibility
6. Emotional Control Ability.

2.2 Motivation

Motivation is very important and must be started by everyone in order to increase work productivity. Motivation comes from the Latin "Movere", which means to move (to move). Types of Motivation are divided into two types, namely intrinsic motivation and extrinsic motivation.

Intrinsic motivation is the urge to do something that comes from within each individual. In addition, intrinsic motivation can also be seen from the relationship between individuals and their activities. Intrinsic motivation is a form of motivation that has great power, someone feels comfortable and happy in doing a task that is adjusted to the value of the task. While extrinsic motivation is the opposite of intrinsic motivation where the urge to do something occurs because of the influence of others.

Motivation indicators are as follows:

1. Evaluation
2. Efficiency
3. Interest in the task
4. Money and other awards.
5. Avoid punishment from superiors.



3. RESULTS AND DISCUSSION

3.1 RESULTS

3.1.1 Location of Research

The research site is located at Tigarunggu Health Center, Kec. Purba, the choice of this place is because it is the only Puskesmas in Kec. Purba.

3.1.2 Time of Research

The research will be conducted in odd semesters, from September 2020 to October 10, 2020.

3.1.3 Population and Sample

1. Population

According to Sugiyono, 2017 that "The population is the entire research subject". The population of this study were all employees of the Tigarunggu Public Health Center in Purba District in 2020, totaling 49 employees.

2. Sample

The sample is part or all of the population under study (RL.Hakin, 2017). The sampling method in this study was the "purposive sampling" technique where the researcher determined sampling with special characteristics, namely by selecting employees who were considered to be able to support the implementation of the research, in this study the authors took samples, namely permanent employees who worked at Tigarunggu Health Center namely, which amounted to 32 people, 2 of which were being placed at the Covid handling hospital, so that the research sample was 30 permanent employees at the Tigarunggu Health Center, Kec. Purba in 2020.

3.2 DISCUSSION

3.2.1 Univariate Analysis

1. By gender

The identity of the respondents for the gender group can be seen in table 1 below:

Table.1 Distribution of Tigarunggu Health Center employees by gender

		gender			
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	woman	24	80.0	80.0	80.0
	man	6	20.0	20.0	100.0
Total		30	100.0	100.0	

The data based on Table 1 proves that the respondents who have the female sex are as many as 24 people (80%) more than the male employees, which are 6 people (20%).

2. By Age

Age division according to Hurlock (2001)

- a. Early Adult : Age 18-40 Year
- b. Middle Adult : Age 41-60 Year
- c. Advanced adults : Age 60 and over

Based on the explanation above, the age classification of respondents can be seen in the following table:

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Table. 2 Distribution of Tigarunggu Health Center employees by age
Age

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 18-40	26	86.7	86.7	86.7
41-60	4	13.3	13.3	100.0
Total	30	100.0	100.0	

From Table 2. the results of the study show that the category of respondents aged 18-40 years is 26 people (86.7%) where the number is greater than respondents aged 41-60 years who have a total of 4 respondents (13.3%).

3. Bivariate Analysis

Bivariate analysis is an analysis that aims to determine the relationship between the dependent variable and the independent variable

Table. 3 Bivariate analysis using Chi-square uji test
Case Processing Summary

	Cases					
	Valid		missing		Total	
	N	Percent	N	Percent	N	Percent
Leadership Style * Performance Motivation	30	100.0%	0	0.0%	30	100.0%

Leadership Style * Motivation Performance Crosstabulation

			MotivationPerformance		Total
			Do not agree	agree	
Style	Not	Count	0	3	3
leadership	Well	% within Leadership Style	0.0%	100.0%	100.0%
		% of Total	0.0%	10.0%	10.0%
good	good	Count	3	21	24
		% within Gaya Leadership	12.5%	87.5%	100.0%
		% of Total	10.0%	70.0%	80.0%
not good	good	Count	0	3	3
		% within Gaya Leadership	0.0%	100.0%	100.0%



		% of Total	0.0%	10.0%	10.0%
Total		Count	3	27	30
		% within Gaya Leadership	10.0%	90.0%	100.0%
		% of Total	10.0%	90.0%	100.0%
leadership	Well	% within Leadership Style	0.0%	100.0%	100.0%
		% of Total	0.0%	10.0%	10.0%
	good	Count	3	21	24
		% within Gaya Leadership	12.5%	87.5%	100.0%
		% of Total	10.0%	70.0%	80.0%
	not good	Count	0	3	3
		% within Gaya Leadership	0.0%	100.0%	100.0%
		% of Total	0.0%	10.0%	10.0%
Total		Count	3	27	30
		% within Gaya Leadership	10.0%	90.0%	100.0%
		% of Total	10.0%	90.0%	100.0%

Chi-Square Tests

	Value	df	asympt. Sig. (2-sided)
Pearson Chi-Square	.833a	2	.03
Likelihood Ratio	1,420	2	.492
Linear-by-Linear Association	.000	1	1,000
N of Valid Cases	30		

a. 5 cells (83.3%) have expected count less than 5. The minimum expected count is .30.

Based on the SPSS test that has been carried out by researchers, the relationship between leadership style and employee performance motivation at the Tigarunggu Health Center in 2020, seen from the statistical test used with the chi-square test, the value of $p = 0.03$ or ($p < 0.05$) which means H_1 is accepted and H_0 is rejected which states that there is a significant relationship between Leadership Style and Employee Performance Motivation at Tigarunggu Health Center in 2020. Based on the data test that has been carried out, it is obtained through the results of a significant value of $p = 0.03$ then in conclude that there is a significant relationship between leadership style on employee performance motivation at Tigarunggu health center.

4. CONCLUSION

Based on the results of research and previous discussions, the conclusions that can be formulated are as follows:

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1. Leadership Style at Tigarunggu Health Center based on research conducted by the author, it is known that the leadership style in the work environment of the majority of employees agrees to a leadership style that helps in every employee's performance.
2. Employee performance motivation based on research conducted by the author reveals that motivation arises from the attitude of appreciation given by a leader within the scope of work to his employees, thus encouraging or spurring employees to increase employee performance motivation.
3. There is a significant relationship between leadership style and employee performance motivation, where the leadership style applied by the leader at Tigarunggu Health Center will describe how the employee's performance motivation is at Tigarunggu Health Center.

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