



Effect of Leadership Style and Job Satisfaction on Simalungun District Health Office Employee Performance

Adrian K. Tarigan¹, Anju B. Nainggolan²

^{1,2}Faculty of Economic, Efarina University, Jl. Pdt. J. Wismar No 1, Indonesia

E-mail: adriantarigan31@gmail.com

ARTICLE INFO

Article history:

Received: 01/11/2020

Revised: 10/11/2020

Accepted: 30/11/2020

Keywords:

leadership style, job satisfaction and employee performance

ABSTRACT

This study aims to find out the positive and significant influence between leadership style on employee performance, significant positive influence between job satisfaction on employee performance and significant positive influence between leadership style and job satisfaction together on the performance of simalungun district health office employees. The population of this study is all employees of simalungun regency health workers totaling 1384 people. The study sample was taken as much as 15% of the total population of 207 people. This research method is a quantifying method. Data collection in this study was conducted by providing questionnaires in the form of questionnaires Leadership style, job satisfaction and employee performance to the parties concerned. From the data analysis, it is known that there is a linear relationship of Leadership Style (X1) to Employee Performance (Y), as evidenced by the value of $F_{Hitung} 0.02 < F_{Tabel} 1.45$ so that the regression equation is linear and it turns out that $F_{Hitung} 29.14 > F_{Tabel} 3.88$ so that the regression equation Y over X1 is meaningful. The large contributions (contributions) given by the Leadership Style (X1) to Employee Performance (Y) are relative donations of 57.83% and effective donations of 5.52%. The result of analysis of Leadership Style (X1) and Job Satisfaction (X2) data on Employee Performance (Y), it turns out that it has a form of linear relationship, namely: as evidenced by the value of $F_{Hitung} 8.99 > F_{Tabel}(\alpha = 0.05) 2.64$ so that the regression equation is linear and meaningful. The large contribution (contribution) given by Leadership Style (X1) and Job Satisfaction (X2) to Employee Performance (Y) is 13.59% so that Employee Performance can be explained by Leadership Style and Job Satisfaction or in other words 86.40% explained by other variables partially.

Copyright © 2020 Jurnal Mantik.
All rights reserved.

1. Introduction

The dynamism of civilization makes the health problems faced by society more complex. The increasing population and the high prevalence of the disease will also increase the demand for health services. This will result in competence and professionalism of work is needed in health care organizations.

A leader has certain characteristics. To understand the characteristics of one's leadership, it must be understood that leadership has three components, namely leaders, followers, and situations. Therefore, a person who is said to be a good leader in one situation and with a certain following, is not necessarily that good in the situation and the followers of another.

Providing leadership is an important management function. Leading means creating a shared culture and value, communicating goals to employees across the organization, and providing feedback to employees to perform at a higher level.

The leadership style according to Hersey and Blanchard in Muninjaya (2014) is based on the idea that there is not a single effective leadership style for all situations. The strengths that exist in the leader and those of the group (interpersonal relationships between the two), as well as the environmental situation (orientation of the task) will help determine a person's leadership style if he interacts with his subordinates. Their leadership style is: instruction, consultation, participation, and delegation.

work center focuses on employees' attitude to their work. Job satisfaction there are three important dimensions, namely: (a) job satisfaction can be measured by emotional response to work conditions, not biased views, and can only be concluded. (b) job satisfaction relates to what is earned as wages and what you expect to earn. if between reality and expectations there is little difference, they will show a positive attitude and if there is a big difference between the two, then there will be a negative attitude towards the work then



the level of satisfaction will be low, and (c) job satisfaction is related to the dimension of the job. This can be expressed in the content work, remuneration, co-worker attitude and job improvement opportunities, able to provide in terms of promotion of positions.

Performance is the result of quality and quantity of work achieved by an employee in carrying out his duties in accordance with the responsibilities given to him. Aspects of performance assessed include the quality of work, honesty, initiative, presence, attitude, cooperation, reliability, knowledge of work, responsibility, and utilization of working time.

2. Methods

The type of research used is quantitative with cross sectional study approach (Sugiyono, 2010). Cross sectional research is a study that aims to find out the relationship or influence of independent variables on dependents where the measurement between cause and effect in the same time (Handlebars, 2005). The locations in this study are all Health Departments in Simalungun Regency, North Sumatra Province. The population in this study is all health workers who served in the Health Department at the time of the study, the number of health workers there as many as 1384 people. The sample used in this study was at least 100 people. This refers to Hair, (in Ferdinand, 2006) that the number of samples (respondents) used in the study using SEM was at least 100 samples. Whereas in arikunto opinion (2002: 112) which states "if the number of subjects greater than 100 can be taken between 10-15% or 20-25% or more depending at least on the ability of researchers narrow the extent of the observation area and the magnitude of risk". Therefore, the number of samples taken is 15% of the study population so the number of samples is 207 people. The research data were analyzed using statistical techniques namely simple correlation techniques and double regression as well as partial correlations. These analytical techniques are intended to test hypotheses. To describe the research variable data used statistical description by calculating the average (M), standard deviation (SD) and frequency distribution of the data obtained.

3. Result and Discussion

This research is in the form of quantitative research to find out the relationship, relative contributions and effective contributions regarding (1) the relationship of Leadership Style (X1) with Employee Performance (Y), (2) work satisfaction relationship (X2) with Employee Performance(Y), (3) Leadership Style Relationship (X1) and job satisfaction (X2) with Employee Performance(Y)

After the data in this study collected next is to analyze it. Data obtained from the analysis of Leadership Style (X1) data on Employee Performance (Y), it turns out that it has a form of linear relationship, namely: as evidenced by the value of $F_{Hitung} 0.02 < F_{Tabel} 1.45$ so that the regression equation is linear and it turns out that $F_{Hitung} 29.14 > F_{Tabel} 3.88$ so that the regression equation Y over X1 is meaningful. The following table presented anava summary for regression equation Y over X1.

Table 1
Anava Summary for Regression Equation Y over X1

Sumber Varians	dk	JK	RJK	F_{Hitung}	F_{Tabel} $\alpha = 0,05$
Total	207	891678			
Regresi (a)	1	848407,20			
Regresi (b/a)	1	6207,94	6207,94	29,14	3,88
Residu (s)	205	37062,84	213		
Tuna cocok (TC)	42	873,97	5,02	0,02	1,45
Galat (G)	163	36188,86	274,15		

The large contributions (contributions) given by the Leadership Style (X1) to Employee Performance (Y) are relative donations of 57.83% and effective donations of 5.52%.

Then, the result of analysis of job satisfaction relationship with Employee Performance, it turns out that it has a form of linear relationship, namely: with a value of F Count $0.62 < F_{Tabel} 1.45$ linear regression and it turns out $F_{Hitung} 27.85 > F_{Tabel} 3.88$ so that the equation of regression Y over X2 is meaningful. The large contribution (contribution) given by Job Satisfaction (X2) to Employee Performance (Y) is a relative contribution of 42.17% and an effective donation of 2.34%. The following table presented anava summary for regression equation Y over X2.

Table 2

Anava Summary for Regression Equation Y over X2

Sumber Varians	dk	JK	RJK	F _{Hitung}	F _{Tabel} α = 0,05
Total	207	891678			
Regresi (a)	1	848407,20			
Regresi (b/a)	1	5970,92	5970,92	27,85	3,88
Residu (s)	205	37299,85	214,37		
Tuna cocok (TC)	45	16981,62	97,59	0,62	1,45
Galat (G)	161	20318,23	157,50		

To test the hypothesis that there is a linear and meaningful relationship between Leadership Style (X1) and Job Satisfaction (X2) To Employee Performance (Y) is used double correlation analysis. Based on the calculation it is known that the double regression coefficient for X1 is 0.16 and the double regression coefficient for X2 is 0.07 while the regression constant is 32.07 so the double regression equation is: . The double regression equation between Leadership Style (X1) and Job Satisfaction (X2) towards Employee Performance (Y) is meaningful at the significance level of 0.05 with a value of F_{hitung} 8.99 > F_{Tabel}α = 0.05) 2.66. The following table is presented the results of double regression analysis between Leadership Style (X1) and Job Satisfaction (X2) towards Employee Performance (Y).

Table 3
Results of Double Regression Analysis

Sumber Varians	Dk	JK	RJK	F _{Hitung}	F _{Tabel}
Regresi	3	5089,63	1696,54	8,99	2,64
Sisa	203	32432,37	188,56		
Total	206	37522	1885,10		

From the analysis of double regression obtained relative contributions (SR) and effective contributions (SE) from each free variable namely Leadership Style (X1) and Job Satisfaction (X2) to Employee Performance (Y) is 13.59% , so that Employee Performance is strongly influenced by leadership style and job satisfaction or in other words 86.40% explained by other variables partially.

4. Conclusion

There is a significant positive relationship between the Leadership Style and the Performance of Simalungun District Health Office Employees. The relationship contributed relatively partially without being affected by job satisfaction of 57.83%. In addition, the Leadership Style also contributed effectively by 5.52% to Employee Performance or in other words there was an effective contribution of 94.48% of other unidentified variables.

There is a significant positive relationship between job satisfaction and the performance of employees of simalungun district health office. The relationship contributed relatively partially without being affected by 42.17%. In addition, employee job satisfaction also contributed effectively by 2.34% to Employee Performance or in other words there was an effective contribution of 97.66% from other unidentified variables.

There is a significant positive relationship between leadership style and job satisfaction together with the Performance of Simalungun District Health Office employees with moderate trend levels. The relationship contributes jointly between leadership style and job satisfaction of 13.59% or in other words there is a contribution of 86.40% of other unidentified variables.

5. References

- [1] Arikunto, Suharsimi. 2003, Manajemen Penelitian. Jakarta : Rineka Cipta
- [2] Bass, B.M dan Avolio, 1990, “The Implications of Transaksional and Transformational”, Team and Organization Development.
- [3] Daft. (2007). Management. Jakarta:Penerbit Salemba Empat.
- [4] Ferdinand, Augusty, 2006, Structural Equation Modeling Dalam Penelitian Manajemen, Badan Penerbit Universitas Diponegoro.
- [5] Hadi, Sutrisno, 1993, Metodologi Research, Jilid I, Andi Offset, Yogyakarta.
- [6] Indrawijaya, Adam I . 2000, Prilaku Organaisai. Bandung : Sinar Baru Algensindo



- [7] Indriantoro, Nur & Supomo, Bambang, 2002, Metodologi Penelitian Bisnis untuk Akuntansi dan Manajemen, Edisi 1, BPFE, Yogyakarta.
- [8] Kumar, Jalaja., Rao, B. D. 2007, Job Satisfaction of Teacher. New Delhi: Sachin Printers.
- [9] La Ada. (2009). Hubungan Gaya Kepemimpinan Terhadap Kinerja Perawat di RSUD Raha Kabupaten Muna Provinsi Sultra. Skripsi. FKM Unhas Makassar
- [10] Locke, E. A., 1997, Esensi Kepemimpinan (terjemahan). Jakarta : Mitra Utama,

