



The Impact of Leadership to Employee Performance at Kantor Camat Rawalumbu Kota Bekasi

Putri Lestari¹, Didi Mulyadi²

putriles0703@gmail.com¹, didimulyadi@ibm.ac.id²

Program Studi Manajemen Institut Bisnis Muhammadiyah Bekasi^{1,2}

ABSTRACT

Leadership is important in an organization or company, with effective leadership it can certainly improve employee performance. The relationship between leaders and subordinates is also a determining factor for employee success, because employee comfort is often determined by the leadership patterns applied in the organization. This study aims to determine the effect of leadership on employee performance at the Rawalumbu Sub-District Office, Bekasi City. This research uses quantitative method by applying simple linear regression analysis and correlation test to connect leadership variable (X) with employee performance (Y). The analysis results show that there is a positive relationship between leadership variables and employee performance, where the regression equation obtained is $Y = 5.231 + 0.898X$. The coefficient of determination (R^2) of 65.8% indicates that the leadership variable significantly affects the employee performance variable, while the remaining 34.2% is influenced by other factors not examined in this study. By implementing effective leadership, it will improve employee performance, achieve organizational goals, and improve employee performance.

Keywords: Leadership, Employee Performance

RESEARCH BACKGROUND

Leadership is one of the important points in an organization because effective direction from a leader can shape productive employees and achieve success in completing the tasks given. The quality of employee performance can be improved through leadership that is able to provide positive encouragement to them. Employee performance refers to the extent to which employees are successful or effective in carrying out their duties in the workplace. Employee performance assessments are usually carried out by their leaders by considering several factors, such as productivity, quality of work, compliance with company policies, ability to collaborate with colleagues, and other relevant factors.

Employee performance reflects how effective and efficient they are in carrying out their duties and responsibilities, influenced by competence, motivation, and work environment. Leadership has a major influence on this performance. A good leader can provide clear direction, adequate support, and create a positive and inspiring work environment. Effective leadership increases employee motivation, helps develop their skills, and ensures the availability of the resources needed to achieve goals. Therefore, strong and visionary leadership directly supports improved employee performance and organizational success.

In a company, employee performance plays an important role that cannot be ignored, and one of the determining factors for optimal performance is good leadership. Effective leaders provide clear direction, adequate support, and create a positive and motivating work environment. Inspirational and visionary leadership makes employees feel motivated, skilled, and supported to achieve company goals. Therefore, the success of the company is highly dependent on employee performance driven by strong and quality leadership. In the context of an



organization, obstacles are inevitable and greatly affect employee performance. The relationship between leaders and subordinates is also a determining factor for employee success, because employee comfort is often determined by the leadership pattern applied in the organization.

Judging from the Google rating given by the Rawalumbu community regarding the assessment of employee performance in providing quality services, the Rawalumbu District Office, Bekasi City received a rating of 2.9 out of 5.0, indicating that employee performance at the Rawalumbu District Office, Bekasi City is still not optimal, especially in providing public services. Good performance often depends on effective leadership. Effective leadership can have a significant impact on the way employees work and achieve performance. An effective leader is someone who is able to direct and motivate individuals to carry out all planned activities in order to achieve predetermined goals. (Sarana, 2019)

Employee performance in government agencies can be assessed by the public. To see the value of the service unit work index from year to year, the Rawalumbu District Office conducted a survey to evaluate public satisfaction. There was a consistent increase in employee performance at the Rawalumbu District Office from 2019 to 2022, but there was a decline in 2023 at the Rawalumbu District Office, Bekasi City. This shows that employee performance at the Rawalumbu sub-district office has decreased in 2023. The more effective the leadership function is implemented, the more significant its influence on improving employee performance. This statement is in line with the theory that the more effective a leader is in carrying out his role and function, the more organizational performance will increase. The purpose of this study was to determine the effect of leadership on employee performance at the Rawalumbu Sub-district Office, Bekasi City.

LITERATURE REVIEW

Leadership

According to Rivai and Dedy in Arifin et al. (2019), a leader has a responsibility to motivate his subordinates to achieve company goals by carrying out their work. A leader must demonstrate an authoritative and firm attitude in carrying out his leadership role. According to Robbins & P Stephen in Marjaya & Pasaribu (2019), leadership is "The ability to influence a group to achieve a vision or goal" According to Iwah et al., (2023) Leadership is the ability to inspire, influence, and guide others to work together with enthusiasm and full commitment to achieve the goals of the organization that have been set.

Leadership is the process of directing and influencing the behavior of others to achieve specific goals. A leader is an individual who is able to inspire, motivate, and guide others in achieving a shared vision. Leadership involves a variety of skills and characteristics, including communication skills, decision-making, empathy, integrity, and the ability to manage conflict. Effective leadership can create a positive work environment, increase employee motivation and performance, and encourage the achievement of organizational goals. On the other hand, ineffective leadership can hinder performance, reduce morale, and cause dissatisfaction in the workplace.

Performance

According to Silaen et al., (2021) Performance refers to the results of a person's work, which includes both quality and quantity aspects, which can be achieved when they complete tasks according to the responsibilities given to them. Performance comes from the term "job performance" which refers to work achievements or work results, both in terms of quality and quantity, achieved by an employee or employee within a certain period of time (usually per hour), according to their responsibilities., Mangkunegara in Khaeruman et al., (2021).

Employee performance is influenced by the extent to which leaders can inspire employee enthusiasm as part of their team. Although a leader may have expertise in managing a company, this does not guarantee that employees will automatically have a high level of enthusiasm.



Employee motivation is an important factor that impacts their performance. Hajlita Dewi et al., (2021). Therefore, an in-depth understanding of these factors is very important to examine the impact of employee performance on the quality of public services.

Relationship between leadership and performance

Leadership has an influence on employee performance. This can be seen from the opinion of Hartati & Putra Pandi (2022), Leadership involves the influence exerted by individuals to direct members of their group in achieving organizational goals. From this statement, it can be concluded that the overall success of the organization and the achievements of the various groups within it are highly dependent on the quality of leadership possessed by the organization. Leadership plays an important role in determining employee performance in an organization. An effective leader is able to provide clear and precise direction, helping employees to better understand their goals and responsibilities. This clear direction ensures that employees have a uniform understanding of the priorities and work standards expected, so that they can work more efficiently and productively. In addition, a good leader can also recognize the potential and skills of individuals in his team, and place them in the right positions to optimize their performance.

Leaders who support and recognize employee accomplishments can increase employee motivation and engagement in their work. An inspirational leadership style, such as transformational leadership, can encourage employees to go beyond their limits and contribute more to the organization. Leaders who are able to build good relationships with employees and demonstrate empathy can create a positive and harmonious work environment, which in turn can improve overall performance. A leader's ability to manage conflict and make informed decisions has a direct impact on employee performance. Effective leadership is able to resolve conflicts fairly and quickly, and make strategic decisions that support the organization's long-term goals. Leaders who are transparent in their decision-making process and involve employees can build trust and a sense of belonging among them. Thus, good leadership not only improves individual employee performance but also the performance of the team as a whole, which ultimately contributes to the success of the organization.

RESEARCH METHODOLOGY

Research Design

This study uses a quantitative research type, where data in the form of numbers is used as a tool to analyze information about the influence of leadership on employee performance at the Rawalumbu District Office, Bekasi City. This method was chosen because the researcher wanted to measure how much influence leadership has on employee performance quantitatively. Quantitative Research Methods, as stated by Sugiyono in Ph.D. Ummul Aiman et al., (2022) can be interpreted as a research method based on the philosophy of positivism, used to research certain populations/samples, sampling techniques are generally carried out randomly, data collection using research instruments, data analysis is quantitative.

Population and Sample

According to Cooper and Emory in Kurniawati (2021), population is the entire collection of elements that we can use to draw conclusions. Somantri in Kurniawati (2021) states that a sample is a small part of the population members taken according to certain procedures so that they can represent the population. Researchers use saturated sampling techniques in sampling. According to Sugiyono in Syahputra et al., (2020) In the saturated sampling technique, researchers consider the sample saturation value. In this case, the researcher used all available samples as the population, with a total of 58 people. In other words, no unit is excluded from the population, so the entire population is the sample in this study.



Data Collection Techniques

The researcher used a data collection technique with a questionnaire format. The researcher created two questionnaires for this study: one questionnaire to collect data on Leadership (variable X) and one questionnaire to collect data on Employee Performance (variable Y). Both questionnaires were given to employees or respondents at the Rawalumbu District Office, Bekasi City. As an initial step, the researcher created a research instrument grid to facilitate the process of creating the questionnaire.

The questionnaire was compiled by including a measurement scale to produce quantitative data. In this study, the Likert Scale was used to measure the behavior, opinions, attitudes, and perceptions of employees or respondents at the Rawalumbu District Office, Bekasi City regarding leadership variables and employee performance variables. The Likert scale is a scale used to measure the attitudes, opinions, and perceptions of an individual or group of people about social phenomena Sugiyono in (Olivia & Nurfebiaraning, 2019). There are five answer choices for each question item on the Likert scale, namely:

Table *Likert Scale*

Scale	Remarks
1	Totally Agree
2	Agree
3	Neutral
4	Disagree
5	Totally Disagree

Data Analysis Techniques

Data analysis in this research done by using multiple linear regression T Test (partial) and coefficient determinant R^2

Simple Linear Regression Analysis

Simple linear regression analysis According to Sugiyono in (Maryana & Widiastuti, 2020) "the regression equation can be used to predict how high the value of the dependent variable will be if the value of the independent variable is manipulated (changed)" The application of the simple regression analysis technique aims to observe how much influence the leadership variable has on the employee performance variable at the Rawalumbu District Office, Bekasi City. This step is also taken to formulate equations and use a similar approach to produce consistent thinking. The simple regression equation formula used in this study is:

$$\hat{Y} = a + b X$$

Remarks:

Y = Performance

X = Leadership

a = Constanta

b = Regression Coefficient



In this study, regression analysis will be conducted using SPSS software version 26. The results of the regression analysis will be used to test the previously proposed hypothesis. The basis for decision making is:

- If the P value (sig) ≥ 0.05 , then H_0 is accepted and H_1 is rejected
- If the P value (sig) ≤ 0.05 then H_0 is rejected and H_1 is accepted

T-Test

According to Ghazali in (Palapa & Sulkha, 2021), the partial test (T test) is used to determine the effect of each independent variable on the dependent variable. If the t-count value exceeds the t-table value, it can be concluded that the independent variable has a significant effect on the dependent variable. Conversely, if the t-count value is smaller than the t-table value, then the independent variable individually does not have a significant effect on the dependent variable.

Determination Coefficient Test (R^2)

The determination coefficient test is one of the statistical values that can be used to determine whether there is an effect between two variables. This correlation coefficient (R) is used to measure the strength of the relationship between independent variables together on the dependent variable Djarwanto and Subagyo in (Olivia & Nurfebriaraning, 2019) The coefficient value of determination shows the percentage of variation in variable values that can be explained by the resulting regression equation. The coefficient of determination (R^2) value is between 0 and 1. If the R^2 value is small, then the ability of the independent variable of leadership (X) to explain the dependent variable of employee performance (Y) is very limited.

DISCUSSIONS AND RESULTS

Simple Regression Linear Analysis

A simple linear regression analysis test was conducted to determine the effect of variable X (leadership) on variable Y (employee performance). In processing data using simple linear regression analysis, it was carried out using the help of SPSS software version 26. The following is a tabulation of data obtained from SPSS 26.

Tabel 2 Simple Regression Linear Analysis Test Result

Coefficients ^a					
		Unstandardized Coefficients		Standardized Coefficients	
Model		B	Std. Error	Beta	t
1	(Constant)	5.231	5.534		.945
	Leadership	.898	.087	.811	10.379

Sources: SPSS 26 (2024)

$$Y = 5,231 + 0,898X$$

The interpretation of the regression model is as follows:

1. The constant of 5.231 means that the consistent value of the leadership variable is 5.231.
2. The regression coefficient X is 0.898, stating that for every 1% increase in leadership value, the employee performance value increases by 0.898.
3. The regression coefficient is positive, so it can be said that the direction of the influence of leadership on employee performance is positive.
4. Based on the significance results from the coefficient table, the value of 0.000 is smaller than 0.05, so it can be concluded that the leadership variable has an effect on the employee performance variable.

Hypothesis Testing (T Test) Result

From the results of the questionnaire data processing in SPSS, the results of the T test were obtained. The T test was carried out to see the effect of the independent variable partially on the dependent variable. The basis for making the decision is:

If the sig of t count <0.05, then H0 is rejected and H1 is accepted

If the sig of t count > 0.05, then H0 is accepted and H1 is rejected

Table 3 T-Test Results

Coefficients ^a					
Unstandardized Coefficients			Standardized Coefficients		
Model	B	Std. Error	Beta	t	Sig.
1 (Constant)	5.231	5.534		.945	.349
Leadership	.898	.087	.811	10.379	.000

Sources: Data from SPSS 26 (2024)

Based on the image above, the significance value is 0.000, it is said that if the significance value <0.05 then it can be concluded that the independent variable partially has a significant effect on the dependent variable, then the significance in this study is 0.000 less than 0.05. Hypothesis testing is carried out by comparing the calculated T greater than the T table is $T = (a / 2: n-k-1)$, $T = 5\% / 2: 58-1-1$, $T = 0.025: 56$, it can be seen that the value of the T table = 2.003 and the calculated T = 10.379 means that the calculated T is greater than the T table, $10.379 > 2.004$ it can be concluded that H1 is accepted, this means that partially the leadership variable (X) has a positive effect on the employee performance variable (Y).



Coefficient of Determination (R²) Test Result

The coefficient of determination test is carried out by looking at the adjusted R² value. A small coefficient of determination (adjusted R²) value means that the ability of the independent variables to explain the variation of the dependent variable is very limited, while a value close to 1 means that the independent variables can provide all the information needed to predict the dependent variation. The image below is the result of the coefficient of determination test in this study:

Table 4 Coefficient Determination Test Result

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.811 ^a	.658	.652	5.407

Sources: Data from SPSS 26 (2024)

From the results of the study above, it is known that the R value = 0.811 or 81.1% correlation value between leadership variables and employee performance. It can be seen that the magnitude of the relationship between independent variables influencing the dependent variable can be seen from the magnitude of the determination coefficient (R square) obtained at 0.658 equal to 65.8%. This shows that the independent variable, namely leadership (X) has a contribution of 65.8% to the dependent variable, namely employee performance (Y), while the remaining 34.2% is influenced by other variables not examined in this study.

CONCLUSION AND SUGGESTIONS

Effective leadership can be in the form of making the best decisions for employees and always motivating employees, so that performance improvements can be achieved. Based on the results of research that have been tested in this study, it shows that leadership is an important aspect in companies and agencies, in various types of companies, both in the service sector, government, and other sectors. With the right leadership approach, organizations can achieve better results, both in terms of quality and quantity of employee performance. This underlines the importance of the role of leadership in achieving success in various fields.

Leadership has a significant influence on employee performance, as evidenced by the results of the tests that have been carried out. The data shows that effective leadership can inspire and guide employees, thereby contributing to improving the quality and quantity of their performance. This emphasizes the importance of the role of leaders in improving productive employee performance, which ultimately has a positive impact on achieving organizational goals.

Based on the research conducted, several suggestions were obtained, including the following:

1. The indicator of the ability to delegate tasks or authority is still low when compared to the indicator of the ability to foster good cooperation and relationships. Therefore, the ability to delegate tasks or authority carried out by leaders needs to be improved again,



- because if a leader can delegate tasks and authority well, employee performance will increase.
2. It is hoped that the agency can maintain and improve good leadership towards employees, because the leadership variable has a positive influence on employee performance, so that employee performance will continue to increase.
 3. For further researchers who will use the same research title on different objects, they should add independent variables that are not discussed in this study so that they can obtain more optimal research results.

REFERENCES

- Arifin, S., Putra, A., & Hartanto, C. (2019). Pengaruh Kompetensi, Kompensasi dan Kepemimpinan Terhadap Kinerja Karyawan. *Ekonomi, Keuangan, Investasi Dan Syariah (Ekuitas)*, 1(1), 22–29.
- Hajlita Dewi, Y., Andy Bhara Mulyanto, R., & Melati, R. (2021). Pengaruh Kepemimpinan, Motivasi dan Lingkungan Kerja terhadap Kinerja Karyawan. *Jurnal Syntax Transformation*, 2(09), 1352–1358. <https://doi.org/10.46799/jst.v2i9.419>
- Hartati, & Putra Pandi. (2022). Pengaruh Kepemimpinan, Motivasi Kerja, dan Lingkungan Kerja Terhadap Kinerja Pegawai Dinas Perhubungan Kota Parepare. *YUME : Journal of Management*, 5(3), 512–524. <https://doi.org/10.37531/yume.vxix.446>
- Khaeruman, Marnisasah, L., Idrus, S., Irawati, L., Farradia, Y., Erwantiningsih, E., Hartatik, Supatmin, Yuliana, Aisyah, N., Natan, N., Widayanto, mutinda teguh, & Ismawati. (2021). Meningkatkan Kinerja Sumber Daya Manusia Konsep & Studi Kasus. In *Bookchapter*.
- Kurniawati, putri. (2021). Buku Ajar Statistika. *Universitas Nusantara PGRI Kediri*, 01, 1–7.
- Maryana, D., & Widiastuti, W. (2020). Pengaruh Risiko Kredit Terhadap Profitabilitas Pada PT. Bank Rakyat Indonesia Tbk Periode 2012-2019. *Competitive*, 15(2), 137–143. <https://doi.org/10.36618/competitive.v15i2.935>
- Olivia, J., & Nurfebriarining, S. (2019). Pengaruh Video Advertising Tokopedia Versi “ Jadikan Ramadan Kesempatan Terbaik ” Terhadap Respon Afektif. *Jurnal Lontar*, 7(1), 16–24.
- Palapa, A., & Sulkha, M. R. . (2021). Pengaruh Kedisiplinan Dan Kompetensi Terhadap Kecelakaan Kerja. *Prosiding Kemaritiman 2021*, 2, 165–185. <http://repository.unimar-amni.ac.id/3834/%0Ahttp://repository.unimar-amni.ac.id/3834/1/Article.pdf>
- Ph.D. Ummul Aiman, S. P. D. K. A. S. H. M. A. Ciq. M. J. M. P., Suryadin Hasda, M. P. Z. F., M.Kes. Masita, M. P. I. N. T. S. K., & M.Pd. Meilida Eka Sari, M. P. M. K. N. A. (2022). Metodologi Penelitian Kuantitatif. In *Yayasan Penerbit Muhammad Zaini*.
- Sarana, S. (2019). *Jurnal Ilmiah Inovator , Edisi Maret 2019*. 1–20.
- Silaen, N. R., Syamsuriansyah, S., Chairunnisah, R., Sari, M. R., Mahriani, E., Tanjung, R., Triwardhani, D., Haerany, A., Masyruroh, A., & Satriawan, D. G. (2021). *Kinerja Karyawan*.
- Syahputra, M. E., Bahri, S., & Rambe, M. F. (2020). Pengaruh Kepemimpinan, Disiplin dan Motivasi Terhadap Kinerja Pegawai Dinas Tarukim Labura. *Pamator Journal*, 13(1), 110–117. <https://doi.org/10.21107/pamator.v13i1.7017>