THE EFFECT OF LEADERSHIP ON PERFORMANCE OF THE EMPLOYEES AT THE LABOR OFFICE OF NORTH SUMATRA PROVINCE

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ARTICLE INFO	ABSTRACT
	This research aims to determine the Effect of Work Conflicts on Employee Performance at Labor Office of North Sumatera Province. The data analysis techniques used are regression analysis, t test, and coefficient of determination while tha data processed using SPSS (Statistical package for the Social Sciens) in version 16.0 for windows. The results of the study obtained showed that leadership has a positive and significant influence on the performance of the proven t value with a probability of sig 0.000, smaller than α = 0.05. Furthermore, the coefficient of determination measured using R square is 0.240 (24.0%).

INTRODUCTION

Employee performance is important in every agency. Existing employees in contact with the public are definitely service-oriented. Employee performance will be maximized if the influencing factors can be met. In a provincial government agency, civil servants have a great influence if they expect high public service performance. Human resources play a very important role as implementers of various activities carried out by the organization. Whether or not it succeeds in achieving organizational goals is largely determined by the performance of employees.

Kasmir (2018) suggests that performance is the result of work and behavior that has been achieved in completing tasks and responsibilities assigned by the organization in a certain period. If every employee can provide maximum performance, of course the goals of an agency can run according to the targets that have been set, therefore, employee performance has an important role in carrying out the activities of provincial government agencies. This is as stated by Kasmir (2018) which explains that there are several factors that affect employee performance, namely: ability and expertise, knowledge, work design, personality, morale, compensation, leadership, leadership style, organizational culture, job satisfaction, work environment, loyalty, commitment, and work discipline. So based on this theory, it can be known that leadership and work discipline have an influence on employee performance.
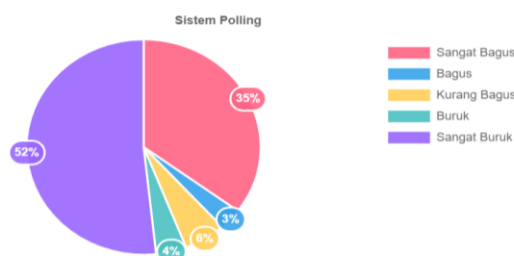

Figure 1. Results of the Public Information Satisfaction Poll at the Labor Office of North Sumatra Province
Source: https://disnaker.sumutprov.go.id/site/polling

In Figure 1, it can be seen that the public dissatisfaction at the North Sumatra Provincial Manpower Office regarding services in providing information that can help the community or workers. Where in the poll there were 52% rated very bad on the services provided by the North Sumatra Provincial Manpower Office. Thus, the problem of employee performance, especially in service orientation, is a problem that deserves the attention of the leadership or agency.

From various theories and opinions of experts, it is found that leadership is a factor that can impact employee performance. Rivai (2014) stated that leadership is a process in influencing and determining the organization, motivating employee behavior and attitudes to achieve the goals of the agency, and helping the group to be better. In addition, a leader must be able to influence and direct his subordinates to be able to perform their duties as well as possible. Leadership qualities in a government agency will influence the performance produced by each employee. Good leadership will be able to make employees who perform well according to the goals that have been set, and bad leadership can make underperforming employees worse. The results of previous research conducted by Lusigita (2017) showed that leadership has a positive and significant effect on employee performance.

LITERATURE REVIEW
Performance
According to Rivai (2014) that performance is a real behavior that everyone displays as work achievements produced by employees in accordance with their role in the company, so that if the employee is able to complete his work by achieving what the company expects of the position occupied by the employee, then the employee has good performance. Meanwhile, according to Wibisono (2017) suggests that performance is the value of a series of worker behaviors that contribute, both positively and negatively, to the completion of organizational goals. Other opinions view performance as a way to ensure that individual workers or teams know what is expected of them and they stay focused on effective performance by paying attention to goals, size and assessment.

Leadership
Leadership comes from the word leader. The term leader is used in the context of the results of the use of a person's role with regard to his ability to influence others in various ways. In Indonesian "leaders" are often called rulers, leaders, pioneers, coaches, role models, mentors, administrators, movers, chairmen, heads, guides, kings, elders, and so on. A leader is a play/role in a particular system, hence a person in a formal role does not necessarily have leadership skills and is not necessarily capable of leading.

METHOD
The method used in this study is the associative research method. According to Sugiono(2007) associative research is a research question that asks the relationship between two or more variables. Such as the influence of variable X on Y. The population in this study was employees of the North Sumatra Provincial Labor Office which amounted of 122 people. Umar (2002) states that to determine what is the minimum sample needed if the population size is known, the Slovin formula can be used, as follows:

$$n = \frac{N}{1 + N(e)^2}$$

where :
n   = number of sample
N   = number of population
e   = 5% tolerable accuracy of inaccuracy due to intolerable sampling errors

The population (N) is 122 employees of education personnel with a percentage of leeway (e) 5%, then the number of samples (n) is:

$$n = \frac{122}{1 + 122(0,05)^2} = 93 \; individuals$$

The sampling technique used is Simple Random Sampling. So that the sample in this study was 93 people who were employees who had the status of ASN of administrative personnel within the North Sumatra Provincial Labor Office.

RESULT AND DISCUSSION
Partial Test
Statistical test t is performed to test whether or not the free variable (X) has a significant relationship to the bound variable (Y).

Table 1. Partial Test Result
Coefficients^a

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	6.327	3.221		1.724	.000
	Leadership	.267	.089	.160	.1.242	.000

a. Dependent Variable : Performance

From the table 1 above, the equation formula can be made below:

$$Y = 15.314 + 0.267X_1 + e$$

Thus it can be interpreted as follows:
1. From the regression equation, that Employee Performance obtained has a constant value of 6.327 without being influenced by Conflict
2. Leadership positively affects 0.160 to employee performance means that every addition of 1 leadership effectiveness will increase the level of employee performance.

Partial Test (t test)
Partial signifikasn test (Test –t) is conducted to partially see (individual) the influence of independent variables (free) i.e. leadership on employee performance. Based on Table above that obtained at a significant level 5%(0.05) Thus to know partially can be compiled as follows:

The Effect of Leadershipon Performance
Based on table 1 of the test results of the effect of leadership on performance obtained a significance value of 0.000 (Sig.>0.05) then Ha was accepted and H0 was rejected. This means that work conflicts have a positive and significant effect on employee performance at Labor Office of North Sumatera Province.

Coefficient of Determination (R^2)
The coefficient of determination (R^2) was conducted to see how the variation in the value of the guest satisfaction variable was affected by the variation in the value of the free variable i.e. the blend of sedentrants. The coefficient of determination is determined by the value of R Square, can be seen in the table below:

Table 2. Predictors Coefficient of Determination Results
Model Summary^b

Model Summary[b]

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.222^a	.240	.218	1.202

a. Predictors: (Constant), Leadership
b. Dependent Variable: Employee Performance

Table 2 shows that the value of R Square is 0.240 which means that the percentage of influence of the independent variable (leadership) on the dependent variable (Performance) is equal to the value of the coefficient of determination or 24.0%. While the remaining 76.0% was influenced or explained by other variables that were not included in this research model.

DISCUSSION
From the test results, it can be seen that the free variable (work conflict) has an influence on the

variable Y (performance). In more detail the results of such analysis and testing can be explained as follows:

The Effect of Leadership on Employee Performance

The influence of the variable Leadership on performance obtained a value of t with a probability of sig 0.000, less than α = 0.05. This means that H0 is rejected and it can be concluded that the leadership (X1) partially has a significant influence on the performance of (Y) at Labor Office of North Sumatera Province. The above statement is in accordance with the theory put forward by research conducted by Istiqomah (2015) from the results obtained, namely that leadership have a positive and significant relationship with employee performance.

An adjusted R-square value indicates that a independent variable (X) is capable of explaining 24.0% of the data variance on employee performance (Y). The rest, as much as 76.0% of the data variance on employee performance is explained by other variables not studied in this model.

CONCLUSION

Based on the results of research and discussion that the author did in the previous chapter using spss, then in this chapter the author gives a conclusion based on the previous chapter. From the test, it can be seen that variable X1 (leadership) has an influence on variable Y (performance). Based on the partial test (t) obtained a value of 0.000 < 0.05 thus Ho was rejected and Ha accepted, the leadership had a significant effect on the performance of the employees at Labor Office of North Sumatera Province.

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