



ANALYSIS OF THE INFLUENCE OF LEADERSHIP STYLE AND MOTIVATION ON THE MORALE OF EMPLOYEES OF THE SUB-DISTRICT OFFICE OF BOJONG GEDE BOGOR DISTRICT

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Abstract

This research was conducted in order to see how far the influence of leadership style and motivation on employee morale in the Bojong Gede District Office, Bogor Regency, by using a questionnaire in data collection. The population and sample in this study were all employees in the Bojong Gede District, totaling 40 employees. Data analysis techniques use validity test, reliability test, classic assumption test and hypothesis test. The test results prove that leadership style and motivation have an effect on employee morale in the Bojong Gede District Office, Bogor Regency, both partially and simultaneously.

Keywords: *Leadership style; Motivation; Spirit at work*

Introduction

Bojong Gede sub-district is one of the sub-districts in Bogor district with an area of 27.23 km² and a population of 368,979 people divided into 9 villages, the sub-district has general duties, namely coordinating community empowerment activities; coordinating efforts to maintain public peace and order; managing sub-district households, administration and staffing; collecting, processing and analyzing sub-district data; sub-district financial management; and carrying out other functions assigned by the leadership in accordance with their fields of work, and the Bojong Gede sub-district has a total of 40 employees.

If you look at the general duties and main tasks of the Bojong Gede sub-district employees, it can be assumed that all residents in the Bojong Gede sub-district are regular consumers of the Bojong Gede sub-district office, with this assumption, the 40 Bojong sub-district employees must have a high morale to be able to provide services or carry out their duties optimally.

The co-19 pandemic began in early 2020 to be precise in March, at the beginning of the pandemic the situation and conditions of the community were running as usual but in August 2020 the condition of the community began to worry because of the spread of the co-19 virus and in the end the government issued PSBB rules (large-scale social restrictions) where this rule changed the daily lives of people who could no longer leave the house apart from government regulations also because people were worried about the co-19 virus.

The sub-district office is inseparable from these conditions where sub-district employees are faced with the condition that they must be able to follow the rules issued by the government regarding the conditions of the co-19 pandemic, one of the rules issued by the government in

mid-2021, namely large-scale social restrictions or the new normal era employees must work alternately because of the limited number of employees in one sub-district office while the work that must be done or services to a very large number of people must still be carried out.

This condition causes an increase in the processing time of a job where initially services to the community can be completed within one day so that it increases to three days and even up to one week, this has prompted the sub-district office to change work methods because it can no longer use work methods like before the co-19 pandemic took place. The problems that the author has described above are the basis for this research and the author is interested in conducting research with the title "Analysis of the Effect of Leadership Style and Motivation on Employee Morale at the Bojong Gede District Office, Bogor Regency".

Method

This study analyzes the effect of leadership style and motivation on the work enthusiasm of employees of the Bojong Gede sub-district office of Bogor Regency, this research was conducted at the Bojong Gede District office, Bogor Regency from January 2022 to March 2022, The Organizational Structure of the Bojong Gede Sub-district consists of the Head of Sub-district, Secretariat, sub-department of Program and Finance and Sub-section of General and Personnel, Government Section, Empowerment and Community Welfare Section, Public Order and Peace Section, Economic and Development Section, Service Section, Kelurahan, and Funfunctional Position Group. The total number of employees in the Bojong Gede sub-district of Bogor Regency is 40 people consisting of civil servants, honorary workers, volunteer workers and village secretary civil servants.

The type of research used is conclusive research, which is a type of research that aims to test hypotheses. Conclusive research is designed to assist decision making in determining, evaluating, and choosing the best alternative in solving a problem (Noor, 2018). In this study, the primary data obtained came from distributing questionnaires to employees in Bojong Gede District and the population and sample in this study were all employees in Bojong Gede District totaling 40 employees. The sampling method uses the census method, namely sampling based on the total population, while the data collection techniques and tools used in this study are using questionnaires, this method is done by asking a list of questions to respondents and filled in by respondents to obtain data related to the hypotheses proposed. In the Likert scale, each instrument item has a gradation, namely Strongly Disagree (STS), Disagree (TS), Moderately Agree (CS), Agree (S) and Strongly Agree (SS).

Result

Research Findings

Validity Test

The basis for testing the validity instrument Indicator is declared strong if the score r count $\geq r$ table. The acquisition of validity test data whose lowest r score was obtained was 0.382 which was \geq from the r table of 0.286.

Reliability Test

Based on the reliability data analysis, Cronbach's Alpha points ≥ 0.60 , where the lowest Cronbach's Alpha point is 0.618, it can be seen that all items on the questionnaire used in this research are declared reliable.

Normality Test

The normality test results of each variable show Asymp. Sig. (2-tailed), namely the work motivation variable 0.289, the leadership style variable 0.366, and the work enthusiasm variable 0.065, the three variables are > 0.05 , it can be concluded that the data is normally distributed.

Multicollinearity Test

From the results of the processed data, the VIF value ≤ 10 is obtained, so the regression model does not have multicollinearity and the Tolerance value ≥ 0.10 indicates that there is no correlation between the independent variables.

Heteroscedasticity Test

The results of the table above show that the sig value. (2-tailed) of the residual variance of the work motivation variable 0.895 and the leadership style variable 0.906 which is greater than 0.05, so it can be said that the data does not contain heteroscedasticity, or no heteroscedasticity occurs.

Partial Correlation Analysis

Based on the data, it is known that the effect between the work motivation variable on morale (rx1y) obtained a correlation coefficient of 0.487, this correlation level is at a moderate level of influence. While the amount of influence given by the work motivation variable is 0.237 or 23.70% on the leadership style.

Meanwhile, the leadership style variable on morale (rx2y) obtained a correlation coefficient of 0.343, and can be said to be at a weak level of influence. Meanwhile, the amount of influence given by the leadership style variable is 0.118 or 11.80% on the leadership style.

Simultaneous Correlation Analysis

Based on the data table above, the results of multiple correlation values between work motivation variables (X1) and leadership style (X2) together on work enthusiasm (Y) obtained an rx1x2y value of 0.502. This correlation value if interpreted in the table of correlation coefficient values is in the range of 0.400 - 0.599, namely the range of moderate relationships / influences. While the coefficient of determination or the amount of influence given by the work motivation variable (X1) and leadership style (X2) together on morale (Y) is 0.203 or 20.30%.

Table 1. Test t Result

T-test

Variabel		Nilai Hasil t- hitung	Nilai t-tabel (N= 34-2) pada α 0,05	Nilai (Probabilita s) = 0,05	Sig	Kesimpulan
Motivasi kerja (X1) terhadap semangat kerja (Y)		3,151	1,693	0,004		Hipotesis diterima
Gaya kepemimpinan (X2) terhadap semangat kerja (Y)		2,066	1,693	0,047		Hipotesis diterima
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From the partial test results between the work motivation variable (X1) on work enthusiasm (Y), the t-count value is 3.151 and the sig value is 0.004. If the t-count value is compared with the t-table value at ($N - 2 = 34 - 2 = 32$ at α 0.05), the t-table value is 1.693, then the t-count value is $3.151 > t\text{-table } 1.693$ with a sig value of $0.004 < 0.05$. This result means that H_0 is rejected and H_1 is accepted, which means that there is a significant influence between the work motivation variable on the work enthusiasm variable of the Bojonggede District Office employees of Bogor Regency. partial test results between leadership style variables (X2) on work enthusiasm (Y) obtained a t-count value of 2.066 and a sig value of 0.047. If the t-count value is compared with the t-table value at ($N - 2 = 34 - 2 = 32$ at α 0.05), the t-table value is 1.693, then the t-count value is $2.066 > t\text{-table } 1.693$ with a sig value of $0.047 < 0.05$. This result means that H_0 is rejected and H_1 is accepted, which means that there is a significant influence between the leadership style variable and the work enthusiasm variable of the Bojonggede District Office employees in Bogor Regency.

F-test

From the data results, the F-count value is 5.215 with a sig value of 0.011, compared to the F-table value at ($df_1 = N - k - 1 = 34 - 2 - 1 = 31$, in the $df_2 = 2$ position) at α 0.05, the F-table value is 3.30. The F-count value is $5.215 > F\text{-table } 3.30$ with a sig value of $0.011 < 0.05$, this

means that H0 is rejected and H1 is accepted or it can be concluded that there is a significant effect of work motivation (X1) and leadership style variables (X2) together on the work enthusiasm variable (Y) of Bojonggede District Office employees, Bogor Regency.

I. Conclusion

Based on the research analysis of the test results above, it is found that the variables of motivation and leadership style have a positive impact on the morale of employees of the sub-district office of the Bojong Gede sub-district of Bogor district both partially and simultaneously, the Bojong Gede Bogor sub-district office should provide sufficient motivation or perhaps increase it so that the morale of employees of the Bojong Gede Bogor sub-district office so that it can be maintained in good condition then the leadership style should also be adjusted because it also has an influence on the morale of the employees of the Bojong Gede Bogor sub-district office, to increase morale, it can also carry out a combination strategy between choosing a leadership style and providing motivation so that the morale of employees of the Bojong Gede Bogor sub-district office increases, for example the office focuses on managing the motives or things that motivate them to work.

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