The Effect of Leadership on Employee Performance in Class IIB Kudus Detention Center

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Abstract

A leader is someone who has the ability to lead, influence the goals of other people and groups so that aniorganizationicanibeiachieved.Unchallengeable aicorrectionalileaderitoday is not only related to how the leaders in all their duties and obligations, but also how theileader is able to manage the performance of the officers under him, including the performance at the Class IIB Kudus Rutan.This study aims to determine the effect of the influence on employee performance. iThe quantitative method used in this research is by using a sampling technique in the form of all employees of the Class IIB Kudus Rutan. The results of this study indicate that theileadership variable has a positive and significant effect on employee performance at theiClass IIB Kudus Rutan. iThis is also evidenced by the results of the coefficient of determination of 0.835 meaning that theiLeadership variable (X) has aniinfluence on Performance (Y) of 83.5%. While the remaining 16.5% is influenced by other factors not included in this or the influence of other variables.

Keywords: Leadership; Performance; Correctional.

Introduction

A leader is someone who has the ability to lead, influence others and their groups so that the goals of an organization can be achieved. (Robbins & Timothy A. Judge, 2013). For the realization of correctional ideals, a leader is needed who is able to influence and direct correctional employees so that the goals of the correctional can be achieved. The skill needs of the leader will determine the goals that will be achieved (Deepika & Chitranshi, 2020). Correctional leaders are structural officials spread across the center and in the Correctional Technical Implementation Unit. To achieve maximum and satisfactory work results, it is necessary to have the competence of an employee in carrying out his work duties so that the performance of the officers can increase and the results achieved can be useful in accordance with the objectives of the Correctional organization, especially the Class IIB Kudus State Detention Center. In April 2022, employees at the Class IIB Kudus State Detention Center totaled 56 people consisting of 47 men and 9 women. From the results of the observation in the environment of the Class IIB Kudus State Detention Center, there are problems that occur including employee violations and less than optimal existing services.

Table 1

Breach Comparrison

No.	Type of Violation	Previous Leadership Era (2017-2019)	Current Leadership Era (2020-...)
1.	Absent	30	20
2.	Violating SOPs	0	1
3.	Did not attend the meeting	2	4
4.	Total Violations	32	25

Primary data source: Subsie Pengelolaan Rutan Kelas IIB Kudus 2022

The data above shows the types of offenses that have occurred in Kudus Detention Center over the past 5 years. This shows that there are still problems that occur in each existing leadership period. During the current leadership era, 25 violations have occurred during the 2020-2022 period. When compared to the previous leadership, overall there is an increase in the number of violations, which shows that there is an increase in violations. In addition to problems related to violations, there are problems related to services which are a form of existing performance.

Table 2

Types of Services at Class IIB Kudus Detention Center

No.	Type of Service	Status		
		Optimal	Less than Optimal	Not Optimal
1.	Visiting Service (Virtual and luggage storage)	√		
2.	Care		√	
3.	Information Services		√	
4.	Skill building for making gapit cake			√
5.	Skill building for mat making		√	
6.	Skill development for making raw materials for cable rollers	√		

7.	Plantation and fishery skill development	√
8.	Religious Development	√

Data source: Processed by the author 2022

The data above is a service that exists in the Kudus Class IIB State Detention Center aimed at residents, both prisoners and prisoners, the majority of which are not running well. The State Detention Center is a place of detention that has the task of carrying out the treatment of prisoners as well as in the Class IIB Kudus Detention Center. However, due to the absence of correctional institutions in each region, the State Detention Center has increased its function to become a place for the guidance and guidance of prisoners, although there are no basic rules. The addition of the function of the detention center is not accompanied by the addition of existing facilities and infrastructure, so that the services provided to prisoners and detainees are less than optimal. The management system in the existing services at the Class IIB Kudus Detention Center is not running well so that the performance achieved is not optimal. The State Detention Center as a public service institution should be able to provide good service to consumers who in this case are prisoners and prisoners and their families. Given the success of performance is also determined by quality service and right on target. Based on the foundation of this background, the researcher wishes to take the title "The Effect of Leadership on employee performance in Class IIB Kudus Detention Center".

Problem Formulation

On the basis of the background of the above problems, the problems that will be raised include: First, What are employees' perceptions of leadership at the Class IIB Kudus State Detention Center?, Second, What are employees' perceptions of performance at the Kela IIB Kudus State Detention Center?, Third, Is there an influence of leadership on employee performance at the Class IIB Kudus State Detention Center?

Research Objectives

First, to find out employee perceptions of leadership at the Class IIB Kudus State Detention Center. Second, to find out employee perceptions of performance at the Kela IIB Kudus State Detention Center. Third, to analyze and test the effect of leadership on employee performance at the Class IIB Kudus State Detention Center.

Method

This research was conducted using quantitative research methods. According to John W. Creswell in his book entitled Research Design, quantitative research methods are methods used to test theories by examining the relationship between variables (Creswell, 2016). These variables will be measured using research instruments that produce data in the form of numbers. According to Levine in the book (Djamba & Neuman, 2002) states that the quantitative research

approach is a real test of science and emphasizes that quantitative approaches are better than quantitative approaches. Quantitative research is an approach by objectively measuring facts that focus on variables where the reliability of the researcher is a determining factor in conducting statistical analysis containing numerical data. In this study, the method used was questionnaire survey research as the main data source. The population used in this study were all employees of the Class IIB Kudus State Detention Center, totaling 56 people. Given the current pandemic situation, the questionnaire was distributed to all 56 employees of the Class IIB Kudus Detention Center. Data was collected through an E-questionnaire distributed through the Whatsapp Group with 2 types of question variables, namely the Leadership variable consisting of 15 question items and the Performance variable consisting of 12 questions using a 1-4 linkert scale measurement. To determine the effect between the Motivation and Performance Variables, the data from the questionnaire was analyzed using SPSS 25 with a significance level of 5% considering that this research is a type of social research. (Neuman, 2013). The study used correlation test analysis and regression test with the following hypothesis:

H0: There is no positive influence between leadership and employee performance at Class IIB Kudus State Detention Center.

Ha: There is a positive influence between leadership and employee performance at Class IIB Kudus State Detention Center

Result

Research Findings
This study used a saturated sample by distributing questionnaires to all employees of the Class IIB Kudus State Detention Center, totaling 56 respondents with a composition of 85% male respondents and 15% female. From the distribution of questionnaires, it is known that the majority of employees have an age range between 20-30 years as much as 51 percent and 42% of employees have an age range of 31-50 years and employees who have an age above 50 years as much as 7%. The majority of employees have a high school education as evidenced by the results of the questionnaire where as many as 82% of respondents have a high school education and the remaining 18% have carried out further education both Diploma and Bachelor. The results of the questionnaire in the form of data are processed by several tests to obtain information that meets the following requirements:

Validity
The validity test is carried out with the hope of seeing a measure of the validity of the instrument which shows that the Leadership (X) and Performance (Y) variables are valid. Validity will provide the results of accuracy and accuracy in performing calculations on research. Validity in a quantitative study means that the statements that will be given to respondents are real and precise, because this has a relationship to the determination of the measuring instrument used

in the study. (Creswell, 2019). A statement instrument is decided to be valid if the significance number is <0.05 and if the significance number is> 0.05 then it is considered invalid. As for another way to determine the validity of each item of statement or question submitted by the researcher by comparing the results of the r count and r table. If the correlation value is more dominant than the r table value, it is stated that the questionnaire items given from the researcher to the respondent are significant so that it can be concluded that the questionnaire is valid.

Table 3
Table of Leadership Variable Validity Test Results

No.	Variables	Code	R Count	R Table	Description
1	Leadership	X1	0,361	0,266	VALID
2	(X)	X2	0,474	0,266	VALID
3		X3	0,721	0,266	VALID
4		X4	0,361	0,266	VALID
5		X5	0,722	0,266	VALID
6		X6	0,716	0,266	VALID
7		X7	0,688	0,266	VALID
8		X8	0,684	0,266	VALID
9		X9	0,536	0,266	VALID
10		X10	0,721	0,266	VALID
11		X11	0,697	0,266	VALID
12		X12	0,733	0,266	VALID

Source: Processed Data   Year: 2022

From the data above, it can be understood that all the items used to measure the Leadership variable have a calculated r value greater than the r table value with a sample size of 56 respondents with a 5% siginification of 0.206. So it can be concluded that all items in the Leadership variable are declared valid so that this research can be continued.

Table 4
Table of Performance Variable Validity

No.	Variables	Code	R Count	R Table	Description
1	Performance	Y1	0,673	0,266	VALID
2	(Y)	Y2	0,618	0,266	VALID
3		Y3	0,652	0,266	VALID
4		Y4	0,769	0,266	VALID
5		Y5	0,666	0,266	VALID
6		Y6	0,678	0,266	VALID
7		Y7	0,613	0,266	VALID

8	Y8	0,306	0,266	VALID
9	Y9	0,396	0,266	VALID
10	Y10	0,694	0,266	VALID
11	Y11	0,732	0,266	VALID
12	Y12	0,720	0,266	VALID
13	Y13	0,592	0,266	VALID
14	Y14	0,585	0,266	VALID
15	Y15	0,749	0,266	VALID

Source: Processed Data   Year: 2022

From the data above, it can be understood that all the items used to measure the performance variable have a calculated r value greater than the r table value with a sample size of 56 respondents with a 5% significance of 0.266. So it can be concluded that all items in the Leadership variable are declared valid so that this research can be continued.

Reliability

After the variable is declared valid, it is continued to carry out the reliability test. Reliability is a standard of stability in a measurement. In reliability research, it means a standard for measuring a variable that has a high level of confidence (consistent), or in general language is a form of consistency of measuring instruments in measuring the same phenomenon (Creswell, 2013). (Creswell, 2013). Reliability testing uses the Cronchbach Alpha formula, with the following conditions (Ghozali, 2011) :

First, If the Alpha Coefficient <0.6, it is concluded that the question part in the variable under study is not reliable.

Second, If the Alpha Coefficient> 0.6, it is stated that the question part in the variable under study is reliable

Table 5
Performance and Leadership Reliability Test Results

Variables	Cronbach's Alpha	N of Items
X	.836	12
Y	.893	15

Source: Processed Data Year : 2022

Based on the reliability test table of the Leadership variable (X), it shows that there is positive reliability with an alpha value of 0.836> 0.6, meaning that the Leadership variable is reliable. While based on the reliability test table of the Performance variable (Y) shows that there is positive reliability with an alpha value of 0.893> 0.6, meaning that the Performance variable is reliable. To see the level of reliability is done by means of One Shot or one measurement

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processed through SPSS on scale analysis. Of the two variables it is known that all research variables are reliable.

Normality

The normality test is used to see that the data on the independent and dependent variables are normally distributed. The normality test is used for the conditions for carrying out regression analysis. Normality testing uses the Kolmogorov Smirniv formula by looking at the following conditions: (1) If asymp sig ≤ 0.05, then the sample is not normally distributed (2) If the asymp sig >0.05, then the sample is normally distributed.

Table 6

Table of Normality Test Results

One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		56
Normal Parameters[a,b]	Mean	.0000000
	Std. Deviation	2.69143102
Most Extreme Differences	Absolute	.093
	Positive	.093
	Negative	-.064
Test Statistic		.093
Asymp. Sig. (2-tailed)		.200[c,d]

Sumber : Penulis   Tahun: 2022

Based on the results of the normality test data using the Kolmogorov-Smirnov Test method, it can be seen that the results of the significance value or Asymp. Sig (2-tailed) has a value of 0.2 greater than 0.05. This means that the data is normally distributed so that it qualifies for the next test process.

Simple Linier Regression

Simple Linear Regression Test in quantitative research is used to measure the level of influence of the independent variable on the dependent variable. In this study, what will be tested is the level of influence of the independent variable, namely Performance (Y) with the dependent variable, namely Leadership (X).

Table 7
Table of Simple Linear Regression Test Results

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	1.568	3.036		.516	.608
	KEPEMIMPINAN	1.227	.074	.914	16.514	.000

a. Dependent Variable: KINERJA

Source: Author   Year: 2022

In the table of coefficient results above, it can be seen that in column B, there are the results of the constant value and the simple regression coefficient value for the Performance variable. Then these results if expressed in the form of an equation are as follows:

$Y = a + bX$
$Y = 1.568 + 1.227X$

Description:
Y = Performance Variable (Dependent)
X = Leadership Variable (Independent)
a = Constant
b = Coefficient

The meaning of the form of the equation is that the value of the variable Performance variable (Y) will be determined by Leadership (X). If the coefficient value b is positive, there will be a change that is directly proportional, meaning that every time there is an increase in value in variable X, there will also be an increase in value in variable Y. The form of the equation above shows that the constant value is 1.568, this means that when variable X (Leadership) is 0, then variable Y (Performance) Employees are equal or 1.568.

Furthermore, the regression coefficient value of variable X (Leadership) is 1.227 with a positive value direction, so the conclusion is that every 1% increase in leadership, the performance process will increase by 0.420. This means that in an organization or workplace when the performance of its employees is deemed necessary to increase, a good leadership is needed in the organization, the better the leadership, the more the performance of its employees will also increase, this is evidenced by the linear result equation above, where an increase of 1% Leadership will also provide an increase in employee performance in the organization.

Test Coefficient of Determination (R2)

The Coefficient of Determination test is carried out to show the magnitude of the influence of the independent variable (Performance) on the dependent variable (Leadership). The coefficient of determination is determined by the R square value.

Table 8
Table of Determination Coefficient Test Results (R2)

Model Summary[b]

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.914[a]	.835	.832	2.716

a. Predictors: (Constant), KEPEMIMPINAN

b. Dependent Variable: KINERJA

Source: Author Year: 2022

Judging from the results of the table data above, it is known that the coefficient number (R) = 0.914, it shows that the relationship between Leadership and Performance has a strong relationship of 91.4%. Then the coefficient of determination is 0.835 which means that the Leadership variable (X) has an influence on the Performance variable (Y) of 83.5%. While the remaining 16.5% is influenced by other factors not in this study or influenced by other independent variables. So it can be seen from the results of this study that the performance of Class IIB Kudus Detention Center employees is influenced by leadership. Without good leadership, it will have an impact on the decline in the quality of employee performance, for this reason a reliable leadership figure is needed to improve existing performance.

Hypothesis Test

To test the hypothesis, the t test is carried out to explain the effect of the independent variable (Leadership) on the dependent variable (Performance) individually. The significance or action of an independent variable on the dependent variable is seen from the comparison of the t value with the t table, if the t value> t table then there is a significant influence between the independent variable on the dependent variable. In this study, in determining the value of the t table which will be the benchmark, a formula is needed, namely df = n - k (56 - 2 = 54) with a significance value of 5% or 0.05, then for 56 respondents the benchmark t table value is at 54, which is 2.005. Next, we will compare the t table value with the calculated t value determined in the results in the following table:

Table 9

Hypothesis Test Results Table

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients		
		B	Std. Error	Beta	t	Sig.
1	(Constant)	1.568	3.036		.516	.608
	KEPEMIMPIN AN	1.227	.074	.914	16.514	.000

a. Dependent Variable: KINERJA

Source: Author Year: 2022

In the results of the significance testing table above, the value of the t count is 16.514. So it can be concluded that the value of t count> t table with that is 16.514> 2.005 and the result of the significance value of 0.000 <0.05. This shows that there is a positive significant influence between the Leadership variable on the Performance variable. The acquisition of the significance test results (X) above can also answer the hypothesis test in this study, among others, namely:

H0 : Leadership has no effect on employee performance

H1 : Leadership affects employee performance

So in testing the hypothesis in this study using the t test results, it shows that H0 is rejected and H1 is accepted, because the Leadership variable has a positive and significant effect on the Performance variable. So it can be concluded that there is a positive and significant influence relationship between Leadership and the Performance of Class IIB Kudus Detention Center Employees. This is also evidenced by the results of the coefficient of determination of 0.835, which means that the Leadership variable (X) has an influence on the Performance variable (Y) of 83.5%. While the remaining 16.5% is influenced by other factors not in this study or influenced by other independent variables.

From the test results, it can prove that leadership at the Class IIB Kudus State Detention Center has an effect on existing performance. Ineffective behavior regarding leadership roles is an action that does not support effectiveness and efficiency at work. If this situation is allowed to continue without any changes being made, it will have an impact on decreasing the effectiveness and productivity of the Kudus Class IIB State Detention Center. The results of data analysis of leadership have a positive effect on employee performance, it appears that the

application of good leadership at the Class IIB Kudus State Detention Center will be able to improve employee performance. The results of this study are in line with the statement (Sapengga, 2016) stated, leadership has a positive and significant effect on employee performance. Eunike and Pio1 (2015) state that, leadership has a positive and significant effect on employee performance. To improve the performance of existing employees, leaders can organize training in order to improve skills and provide permission to carry out further education to employees considering the results of the questionnaire it is known that the majority of employees have the latest high school education as evidenced by the results of the questionnaire where as many as 82% of respondents have a high school education and the remaining 18% have carried out further education both Diploma and Bachelor. Improving skills and education to improve the quality of existing performance so that the services provided by the Class IIB Kudus State Detention Center are of high quality. Increased education can also be used for promotion considering that there are requirements that must be completed by employees regarding the minimum education of employees. In addition, to improve employee performance in terms of quantity and timeliness, leaders can strengthen in order to provide motivation and direction related to ideal performance standards considering that 55% of employees of the Class IIB Kudus State Detention Center have a working period of less than 5 years, which in terms of experience is still quite new in the scope of Corrections.

Conclusion

From the results of research related to the influence of leadership on the performance of employees of the Class IIB Kudus State Detention Center, it can be seen that there is a positive influence of leadership variables on employee performance. This is also evidenced by the coefficient number (R) = 0.914 which shows that the relationship between Leadership and Performance has a strong relationship of 91.4%. Then the coefficient of determination is 0.835 which means that the Leadership variable (X) has an influence on the Performance variable (Y) of 83.5%. While the remaining 16.5% is influenced by other factors not in this study or influenced by other independent variables. So it can be seen from the results of this study that the performance of Class IIB Kudus Detention Center employees is influenced by leadership. Without good leadership, it will have an impact on the decline in the quality of employee performance, for this reason a reliable leadership figure is needed to improve existing performance.

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