



INFLUENCE LEADERSHIP AND MOTIVATION WORK AGAINST EMPLOYEE PERFORMANCE AT THE PUSKESMAS OLOT REGENCY BOLAANG NORTH MONGONDOW

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Article history:	Abstract:
<p>Received: 21st March 2023 Accepted: 23rd April 2023 Published: 28th May 2023</p>	<p>Following objective study This namely : (1) relationship or correlation between leadership and work motivation (2) influence leadership to performance employee in a manner partial (3) influence motivation Work to performance employee in a manner partial (4) influence leadership and motivation Work to performance employee in a manner simultaneous . this study apply method Quantitative and Engineering analysis path . Sample study use sample saturation taken _ from population research . Result of testing correlation show $t_{count} (4.3209) > t_{table} (1.98137)$. Results influence data processing Partial from Leadership on Performance, obtained results $t_{count} (8.606) > t_{table} (1.98137)$. Then Motivation Work on Performance, gain results $t_{count} (3.173) > t_{table} (1.98137)$. F_count value $(60.567) > F_{table} (3.08)$. In conclusion , found correlation strong on Leadership with Motivation work . There is influence Partial between Leadership on Performance and Motivation Work on Performance. Leadership and Motivation Work influential in a manner simultaneous on Performance.</p>

Keywords: Leadership , Motivation _ Work , Performance

INTRODUCTION

Employee performance is matter important necessary given attention special , because if performance employee Good so will impact positive to company. What to expect can increase Spirit Work in a manner maximum one of them is good leadership, Research of (Fazira & Mirani, 2019) states if at any agency function leadership No done with well , then agency the No will capable develop more Good again . Suwatno (2019: 107) gives an opinion that transformational leadership is leadership that influences employees so that employees feel a sense of confidence, pride, loyalty and respect for their leaders and also have the motivation to do more than expected. Besides apply good leadership , motivation Work also necessary noticed with ok . Research Larasati & Gilang , 2016) show that gift motivation Work capable raise performance employee by 55.1%. this study aim For analyze , describe , and know description leadership , motivation work, and performance . As well as aim look for exists correlation between variable Leadership with Motivation Work on employees , knowing influence between Leadership and Motivation Work Good influence in a manner Partial or influence in a manner simultaneous on Employee Performance . According to (Kristina and Widyaningrum 2019) management is the coordination of all resources through the process of planning, organizing, determining the workforce, directing and supervising to achieve the goals that have been set beforehand. Researcher conclude that management is field contained knowledge method as well as Actions that can form planning , coordinating , structuring , HR management with effective as well as efficiently in order to achieve the target or target organization certain .

Researcher interesting conclusion that HRM is correcting science source Power human (HR) with method design , organize , coordinate , develop , and make policy For manage source Power man in company to be able to Work optimally . Researcher conclude that leadership is action taken a leader in the process of influencing , fostering , directing , as well as instruct subordinates to be directed in reach objective organization that has formed .. Necessity This form something hierarchy in the process of its satisfaction , so arise motivation somebody For work . concluded motivation

Work is an act of giving Spirit to employee who intends to awaken the enthusiasm of the employees to be able carry out work with more Good again, besides That motivation too increase comfort employee until creation performance.

Lilyana, De Yusa, and Yatami (2021) stated that performance is results work that has been achieved with finish duties and responsibilities answer that has given in period time certain Researcher interesting conclusion that performance is fruit or M results Work or achievements worker in finish work as well as responsibility in period time or One period certain. Based on phenomenon that has explained, researcher want to learn influence leadership and motivation Work to performance employee.

RESEARCH METHODS

Deep data collection techniques study This done through interviews, questionnaires, and studies documentation. Then population from study This is whole employee Public health center Ollot and Retrieval Techniques sample done is Purposive Sampling. Sample study This use Formula Slovin, Bila rounded, then big minimum sample of 43 samples. Based on the above, then study This elect 43 employees as respondent research. Data analysis with multiple linear regression test with using the SPSS 26.0 program.

DISCUSSION

Based on table 1 regarding the characteristics of the respondents, it shows that the distribution of respondents is based on gender at the Puskesmas The ollot studied consisted of 43 samples, 10 respondents (23%) male and 33 female respondents (76%). The ages of the 43 respondents studied varied between 18 to 39 years. Most respondent is in the range aged 18-28 years with amount respondent as many as 31 people (72%) and the rest in the range age above 29-50 where amount the respondent as many as 12 people (27%) and age over 50 years No there. Distribution respondent based on education of 43 respondents finished senior high school as many as 2 respondents (4.6%) in Health D3 Education respondent a total of 21 people or (48.8%) S1 total respondent the most First with the number of 20 people (46.1%) while in S2/S3 have respondent No there.

Table 1. Distribution of Respondents Based on Respondents' Characteristics

CHARACTERISTICS	N	%
Gender		
Man	10	23 %
Woman	33	27 %
Age Category		
18-28	31	72 %
29-50	12	27 %
50s to on	0	0%
Education		
No school h	0	0%
Graduated from elementary school	0	0%
Middle school graduate	0	0%
Graduated from high school	2	4.6 %
D1/D2/D3	21	48.8 %
S1	20	46.1 %
S2/S3	0	0%

Picture above showing that Leadership in influencing motivation work as well as leadership influence satisfaction and improve performance

Table 3. Distribution Respondents to The variables studied

Variable	N	%
A. Leadership Style		
- Effective	1	2.32%
- Less effective	8	18.60%
- No Effective	34	79 %
B. motivation Work		
- Good	2	4.65%
- Enough	4	9.30%
- Not enough	36	83, 72 %
C. Performance		
- Good	0	0%
- Enough	5	11.62%
- Not enough	37	86, 04 %

Based on Table 3 regarding the results obtained in the field that respondent many say leadership style _ effective with amount respondent as much as 1 person (2.32% %), then not enough effective as many as 8 respondents (18.60%), and no effective as many as 34 respondents (79%) , Motivation Work of 43 respondents 2 (4.65%) respondents state motivation Work well , 4 respondents (9.30%) respondents feel sufficient and 36 respondents (83.72%) stated less ; temporary performance good 0 (o%) performance Enough as many as 5 respondents (11.62%) and performance not enough as many as 37 (86.04%).

CONCLUSION

After he did testing hypothesis , researcher conclude that found correlation strong as well as significant between Leadership (X1) with Motivation Work (X2). In testing influence Partial found impact positive as well as significant in a manner partial on Leadership (X1) on Performance (Y) as well found positive impact as well as significant on Motivation Work (X2) to Performance (Y). Temporary That is , the effect test results Simultaneous also shows that leadership (X1) and motivation work (X2) impact positive and significant to performance (Y). $t_{hitung} (4,3209) > t_{tabel} (1,98137)$. It means there is significant and strong relationship between the Leadership variable (X1) and Motivation Work (X2). Based on results testing influence Partial from Leadership (X1) to Performance (Y), obtained sig result . $(0.000) < \alpha (0.05)$ and $t_{hitung} (8.606) > t_{tabel} (1.98137)$. Can said in a manner partial leadership variable (X1) has an impact positive as well as significant on Performance (Y). If leadership in something organization That walk with well , then the performance of its employees will increase . in tune with (Sabrina, 2019) who said that's for increase performance employee in company , required a capable leader lead or direct with good for the purpose organization reached . Is known results influence data processing Partial from Motivation Work (X2) to Performance (Y), gain sig result . $(0.002) < \alpha (0.05)$ and $t_{hitung} (3.173) > t_{tabel} (1.98137)$. Can said in a manner partial variable motivation Work (X2) has an impact positive as well as significant on Performance (Y). Employee Of course need A motivation to be able passionate and consistent in do his job , from results testing the prove that if motivation work received by employees sufficient in a manner maximum, then performance they will increase .

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