

Effect Of Leadership Style, Rotation Work And Work Environment On The Performance Of Employees In District Bappeda Lumajang

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Abstract

Competition in a Companies must have formidable resources. The resources needed to run the company can not be seen as a stand-alone piece, but should be seen as a whole formidable form of synergy. Taking place at the location of this thesis in BAPPEDA Lumajang. The purpose of this study was to Determine the Leadership Style, Work Rotation, and Work Environment on Employee Performance In BAPPEDA Lumajang together or partially. Significantly Knowing the variables that influence employee performance in BAPPEDA Lumajang. Analysis techniques used in this Classic assumption test research is multiple linear regression with SPSS 16. From the test results can be concluded that: (1) Leadership Style (X1) Significantly influences the employee performance (Y) in BAPPEDA Lumajang (2) Work Rotation Variable (X2) Significantly influences the employee performance (Y) in BAPPEDA Lumajang (3) Work Environment Variable (X3) Significantly influences the employee performance (Y) BAPPEDA in Lumajang. (4) The most dominant variable in the Influencing employee performance (Y) in BAPPEDA Lumajang is Work Environment variable (X3).

Keywords: Leadership Style, Work Rotation, and Work Environment, and Employee Performance

INTRODUCTION

Human resources is one aspect that is very important for a country where human resources have a very big contribution in determining whether or not a country's advance. This means that if a country has qualified human resources then the country will move forward and be able to compete with other countries. Vice versa, if a country does not have the resources of quality then the country will not go forward and be able to compete with other countries. This also applies to an organization or company. Human resource management is defined as an organization planning, implementation, and oversight of procurement, development, provision of remuneration, integration, maintenance, and the division of labor in order to achieve organizational goals (Anwar King Mangkunegara, 2001). Manajemen human resources assume that the employee is the main wealth of the organization must be managed properly. The existence of human resource management is very important for companies to manage, regulate, administer, and use of human resources so that it can function productively, effectively and efficiently to achieve the organization's goals in the labor force who are able to work and be able to produce goods or services that can realize purpose of the company.

Human Resources (HR) has an important role as a potential driver of all activities of the company. Every company should be able to maintain, preserve and improve the quality of its human resources performance. One way that can be done by the company in improving the quality of performance is by paying attention to its employees in the form of work motivation. In addition, the most important thing that must be done by companies is how employees can enjoy their work so that the employee can do his job without pressure.

Development Planning Agency at Sub-National Level, Abbreviated Bappeda, is the local technical institute in the field of research and regional development planning agency headed by a chief who is under and is responsible to the Governor / Regent / Mayor through the Regional Secretary.

The agency has the main task to assist the Governor / Regent / Mayor in the regional administration in the field of research and regional development planning. Regional Planning Board in the form based on the following considerations:

- a. That in the framework of efforts to improve the compatibility of regional development is necessary to increase the alignment between sectoral and regional development.
- b. That in order to ensure business growth rate, balance and sustainability of development areas, required a more thorough planning, focused and integrated.

Regional Regulation No. 6 in 2017 drafted Bappeda organization Lumajang include:

1. The Secretariat has a fundamental duty the administration of the Agency, including planning and reporting, financial and assets as well as personnel and to help coordinate the Head of Fields.
2. Economics has the main task performs functions of supporting the implementation of government affairs in the field of economic development planning, including agriculture, business and investment as well as industry, trade, services and tourism.
3. Physical field has the main task performs functions of supporting the implementation of government affairs in the physical development plan, covering the area of infrastructure, housing and settlement infrastructure and natural resources, spatial and environmental.
4. Government Sector Social and Cultural has a fundamental duty has the functions of supporting the implementation of government affairs in the field of development planning Governance and Socio-cultural, including government, education, religion and culture, and health, population and employment.
5. Regional Development Funding Division has the main task performs functions of supporting the implementation of government affairs in the field of Regional Development Funding Plan includes regional development program planning, budgeting, local development, and funding non anggaran Revenue and Expenditure.
6. Development Development Development Center and Analysis which has the principal task of conducting analysis and development potential of the region development as a medium-term policy and long-term.
7. Evaluation and Reporting Services Centers Planning, has the main task of evaluation services development planning and monitoring of the utilization of regional development.

In accordance with that stated in the decree Lumajang No. 17 of 2015, Duty and Function BAPPEDA Lumajang are as follows: Development Planning Agency (Bappeda) Lumajang charge of organizing the technical policy in the field of regional planning, organizing coordination, guidance, control, facilitation and the implementation of the regional government affairs in the field of regional planning. The regional planning cover physical, economic, social and cultural, governance, funding the development, control and evaluation, organizing and planning the Regency / City, as well as to identify, process and analyze the data development.

BAPPEDA function Lumajang District:

1. Implementation of technical policy formulation development planning area.
2. Implementation of government affairs in the field of regional planning.
3. Coordinate, coaching and facilitation of the implementation of the Local Government affairs of regional development planning.

4. Implementation of coordination and synchronization of development planning and the Regional District of Blood.
5. Implementation of the control, monitoring and evaluation of local government affairs in the field of regional planning and the implementation of identification.

A government agency has the desire to have human resources with high employee so that they can make a major contribution to the government. In a government office terms of leadership style, job rotation, and the work environment are factors that greatly affect employee performance.

Wheels of government in Lumajang at the end of 2017 rated poorly, the article helm wheels of government from the highest to the lower level position shift much going to do, because many employees are on the move causing decreased performance.

METHODS

Type of research is a quantitative research, This study design using a survey method by giving questionnaires to employees of Bappeda Lumajang to see the factors of employee decision making. The population in this study were employees of Bappeda Lumajang, the number of Bappeda staff of 50 employees. This study uses a multivariate analysis that multiple linear regression analysis which consists of three (3) independent variables and one (1) dependent variable, the minimum sample size taken amounted = $10 \times 4 = 40$ sample.

RESULTS AND DISCUSSION

Results of the testing instrument research shows correlation coefficient calculation result table after the test phase of the validity of the entire item statement leadership style, job rotation, work environment, employees and general performance has r hitung whole is greater than the minimum r is 0.3 so that data is generated as valid.

Then the data generated from Pengjian reliability showed that the questionnaire used to measure the variables of leadership style, job rotation, the environment kerja adalah reliable, then the questionnaire used is a questionnaire that reliable because it can give results that are not much different if the re-measurement of the same subject on a different time.

After melakukan testing instruments so the next step is to test the classical assumption. The results show that image data normality test results show that the graph looks normal probability plot point - the point spread around the diagonal line and follow the direction of the diagonal line.

On testing multikolinieritas showed that the independent variables used in the study showed no symptoms of multikolinieritas.

The test results heteroskedastisitas showed no clear pattern of a point - the point. This shows that the regression model did not have symptoms of heteroscedasticity, that there is no significant interference in the regression model

Results of Multiple Linear Regression Analysis the results of the regression analysis to formulate a multiple regression equation as follows:

$$Y = 4.858 + 0.016 + 0.366 X_1 + 0.065 X_2 + X_3 + e$$

Results indicate Leadership Style and Job Rotation does not significantly and working environment significantly influence employee performance.

Coefficients^a

Model		Coefficients unstandardized		standardized	t	Sig.
		B	Std. Error	Coefficients beta		
1	(Constant)	4.858	1,850		2.625	,012
	leadership style	,016	,117	,019	,139	,89
	work rotation	,065	,093	,096	,701	48.7
	work environment	,366	,080	,558	4.608	0

a. Dependent Variable: performance

Data Sources: Questionnaire Results Data Processing with SPSS, 2019

Based on calculations using SPSS 16 can know the test results determinant coefficient (R²) obtained at 0.408. This means that 40.8% of employees in BAPPEDA Lumajang performance is influenced by variables of leadership style, job rotation, and the work environment while the remaining 59.2% of employee performance is influenced by other variables such as motivation, kompensasi dan forth.

Discussion

Results of testing the first hypothesis on t test obtainable t_{table} amounted to 1.677 then t (2.625) > t_{table} (1.677) which means that H₀ is rejected and H_a accepted, with the level of significance value of 0.012 which is below the significance limit of 0.10, it can be said that there are significant kepemimpinan terhadap style employee performance improvement.

Based on the calculations can be seen that the coefficient of determination (R²) obtained a yield of 0.408. This means that 40.8% customer satisfaction can be explained by leadership style, job rotation, working environment. The rest 59.2% of employee performance dipengaruhi by variables - other variables.

In this discussion, analysis results of testing the first hypothesis stating that there is a significant kepemimpinan yang style influence employee performance improvement in BAPPEDA Lumajang. The results showed that significant kepemimpinan berpengaruh style employee performance improvement.

This result is also supported by research conducted Raharjo Toto Susilo (2010), According to Toto Susilo Raharjo (2010), influence of leadership style on job satisfaction, organizational commitment and performance of employees at (Kendal district religious department and the department of religion Semarang), that the variables of leadership style, job satisfaction, organizational commitment significantly influence employee performance.

Based on the analysis test on the second hypothesis which states that there is a significant influence kerjayang rotation to increase employee performance in BAPPEDA Lumajang. The results showed that kerjaberpengaruh rotation significantly to increase employee performance.

This result is also supported by research conducted According to Nur Aini (2010), Effect of Rotation and Mutation Analysis on Employee Performance Work on your TMB KJKS Salatiga, job rotation and simultaneous mutations have a significant and positive impact on the performance of

employees The BMT KJKS you Salatiga, Between the rotation and mutations significant influence on employee performance.

Based on the analysis results of testing against third hypothesis stating that there is a significant environmental impact kerjayang to improving the performance of employees in BAPPEDA Lumajang. The results showed that significant kerjaberpengaruh environment to increase employee performance.

This result is also supported by research conducted Kusuma Sari Dewi (2013), the work environment influence on employee performance through motivation, Sampling Techniques using sampling techniques saturated with thirty-eight respondents, who have significant influence on employee performance.

CONCLUSION

In general, this study aims to analyze the role of leadership style, job rotation, the environment kerjayang significantly to the improved performance of employees in BAPPEDA Lumajang either partially or simultaneously. After analyzing the data, it can be concluded that:

- Leadership style variable (X1), indicating that the value of t is less than the value t_{table} and also has a significant value. The significance value is greater than the significance level of 5% (0.05), this means that the leadership style variable (X1) together berpengaruh significantly on employee performance (Y), then H_0 is rejected and H_a accepted.
- Variable work rotation (X2), shows that the value of t is greater than the value t_{table} and also has a significant value. This significantly greater value than the 5% significance level (0.05), this means that the variable job rotation (X2) together berpengaruh no significant effect on employee performance (Y), then H_0 is rejected and H_a accepted.
- Work environment variables (X3), shows that the value of t is greater than the value t_{table} and also has a significant value. Significant value is smaller than the significance level of 5% (0.05), this means that the work environment variables (X2) are jointly striving significantly on employee performance (Y), then H_0 is accepted and H_a rejected.

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