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## The Influence of Leadership on Employee Performance at the Office of the National Land Agency of Tangerang City

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### **ABSTRACT**

*This study aims to determine the influence of leadership on employee performance at the Office of the National Land Agency of Tangerang City. The method used is explanatory research with a sample of 85 respondents. The analysis technique uses statistical analysis with regression, correlation, determination, and hypothesis testing. The results of this study of leadership variables obtained an average score of 3,391 with suitable criteria. Employee performance variable received an average score of 3.819 with applicable standards. Leadership has a positive and significant effect on employee performance with a regression equation value of  $Y = 12.861 + 0.747X$ . A correlation coefficient value of 0.712 or has a strong relationship with a determination value of 50.8%. Hypothesis testing obtained a significance of  $0.000 < 0.05$ .*

*Keywords: Leadership, Employee Performance.*

### **INTRODUCTION**

Human Resource Management (HRM) is the art of achieving organizational goals through arranging for other people to carry out various required tasks.

Employee performance plays a vital role in a company in carrying out company activities to grow and develop to maintain the company's survival. Whether government or private, every organization or company is a container that accommodates various potential human resources to work together, is interconnected, interdependent, and arranged in an organized structure to achieve predetermined goals.

Employee performance can experience a decline; this can happen because of the decreased work motivation within them. At the

same time, leadership is the primary key in management, which plays an important and strategic role in a company's survival. The leader is the originator of goals, plans, organizes, moves, and controls all available resources to achieve company goals effectively and efficiently. Therefore, the leader of a company is always required to create conditions that can improve employee work.

Leadership functions as a driver and coordinator of human resources, natural resources, financial resources, and facilities prepared by a group of people who work together to behave in achieving goals. Then in a company also has a reasonably broad impact, including employee behavior. However, on the other hand, leadership that does not get support from employees is likely to make employees work lazily

because of a lack of sympathy for the leader. On the other hand, supervision carried out by superiors on employees allows employees to work better.

The dominant role of the leader is even more apparent when it is associated with the necessity to interact with an ever-changing and evolving environment, partly because of the rapid progress in science and technology. This rapid development in a leader contains challenges and opportunities. Then these developments must also be utilized; of course, it must be anticipated that if a company wants to progress, then a good leader is needed and can advance the company. For the company's organizational cooperation to effectively achieve goals, leaders must carry out their leadership functions effectively.

The role of employees also determines the success of a company; one of the reasons an employee works is to meet the needs of life; employees who feel their needs are being satisfied will be more motivated to work harder.

In connection with the above description, the Tangerang City National Land Agency office is the only institution that has the authority to carry out government duties in the land sector nationally, regionally, and sectorally. The National Land Agency is a non-ministerial government agency that has responsibilities in the land sector with its work unit, namely the Regional Office of the National Land Agency in each Province, Regency, and City that carries out land rights registration and maintains general registers of land registration. The institution was formed based on the Decree of the President of the Republic of Indonesia Number 26 of 1988, which has the task of assisting the president in managing and developing land administration, both based on the UUPA and other laws and regulations which include regulating the use,

The main task of the National Land Agency is to assist the president in managing and developing Land Administration, both based on the Basic Agrarian Law and other laws and regulations covering the regulation, use, control, and ownership of land and others related to land issues based on established policies. By the president. The purpose of the development of the

land sector is to create prosperity and welfare of the people to achieve the national goal of realizing a just and prosperous society that is evenly distributed both materially and spiritually based on Pancasila.

In this paper, the authors get some of the problems that exist at the Tangerang City National Land Agency Office, namely the company's regulations are not optimal, which results in employees coming to work not by the set time and lack of motivation from a leader to employees so that the performance of employees decreases.

Based on the description above, the authors are interested in researching with the title "The Influence of Leadership on Employee Performance at the Office of the National Land Agency of Tangerang City."

The objectives of this research are as follows:

- a. To find out the leadership condition at the Tangerang City National Land Agency Office.
- b. To find out the condition of employee performance at the Tangerang City National Land Agency Office.
- c. To find out the influence of leadership on employee performance at the Tangerang City National Land Agency Office.

## **Literature review**

### **1. Leadership**

The company needs leadership to achieve the goals of an organization. Employees are required to be able to follow directions from their leaders because they are considered capable of influencing employees to be able to have the same goals as the company. If the intended objectives are not the same, it will be difficult for an organization to achieve them. According to Kartono (2018: 57) states that "leadership is an activity to influence people so that they want to work together to achieve the desired goals." Meanwhile, according to Thoha in Sutrisno (2019: 259) said: "Leadership is an activity to influence people to be directed to achieve organizational goals."

## 2. Performance Employee

According to Mangkunegara (2019: 75), performance is the result of work in quality and quantity achieved by an employee in carrying out his duties by the responsibilities given to him.

## METHOD

The type of research used is associative, where the aim is to find out or find the relationship between the independent and dependent variables. The sample in this study were respondents, totaling 85 respondents from the Tangerang City National Land Agency Office. At the same time, the sampling technique in this study is a saturated sample, where all members

of the population are used as samples. Thus the model in this study the selection used amounted to 85 respondents. In analyzing the data, used validity test, reliability test, simple linear regression analysis, correlation coefficient analysis, coefficient of determination analysis, and hypothesis testing.

## RESULT and DISCUSSION

### 1. Descriptive Analysis

This test is used to determine the minimum and maximum scores, the highest scores, the rating scores, and the standard deviation of each variable. The results are as follows:

**Table 1. Results of Descriptive Statistics Analisis Analysis**

	Descriptive Statistics				
	N	Minimum	Maximum	mean	Std. Deviation
Leadership (X)	88	29	44	33.91	3.912
Employee Performance (Y)	88	29	49	38.19	4.102
Valid N (listwise)	88				

Leadership obtained a minimum variance of 29 and a maximum variance of 44 with a rating score of 3.391 with a standard deviation of 3.912. This score is included in the scale range from 3.40 to 4.19 with good or agreed criteria. Employee performance obtained a minimum variance of 29 and a maximum variance of 49 with a rating score of 3.819 with a standard deviation of 4.102. This score is included in the scale range from 3.40 to 4.19 with good or agreed criteria.

### 2. Quantitative Analysis.

This analysis is intended to determine the effect of the independent variable on the dependent variable. The test results are as follows:

#### a. Simple Linear Regression Analysis

This regression test is intended to determine changes in the dependent variable if the independent variable changes. The test results are as follows:

**Table 2. Simple Linear Regression Test Results**

Model	Coefficients		Standardized Coefficients Beta	t	Sig.
	Unstandardized Coefficients B	Std. Error			
1 (Constant)	12.861	2,708		4.749	.000
Leadership (X)	.747	.079	.712	9.416	.000

a. Dependent Variable: Employee Performance (Y)

Based on the test results in the table above, the regression equation  $Y = 12.861 + 0.747X$  is

obtained. From these equations, it is explained as follows:

1) A constant of 12.861 means that if there is no leadership, there has been an employee performance value of 12.861 points.

2) The leadership regression coefficient is 0.747; this number is positive, meaning that every time there is an increase in the leadership of 0.747 points, the employee's performance will also increase by 0.747 points.

**b. Correlation Coefficient Analysis**

The correlation coefficient analysis is intended to determine the level of strength of the relationship of the independent variable to the dependent variable. The test results are as follows:

**Table 3. Results of Leadership Correlation Coefficient Testing on Employee Performance.**

		Leadership (X)	Employee Performance (Y)
Leadership (X)	Pearson Correlation	1	.712**
	Sig. (2-tailed)		.000
Employee Performance (Y)	Pearson Correlation	.712**	1
	Sig. (2-tailed)	.000	

\*\* . Correlation is significant at the 0.01 level (2-tailed).  
 b. Listwise N=88

Based on the test results obtained, a correlation value of 0.712 means that leadership has a solid relationship to employee performance.

The coefficient of determination analysis is intended to determine the percentage of the influence of the independent variable on the dependent variable. The test results are as follows:

**c. Coefficient of Determination Analysis**

**Table 4. Results of Testing the Coefficient of Leadership Determination on Employee Performance.**

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.712a	.508	.502	2.895

a. Predictors: (Constant), Leadership (X)

Based on the test results, the determination value of 0.508 means that leadership influences contribution of 50.8% on employee performance. In comparison, the remaining 49.2% is influenced by other factors that are not researched.

**d. Test Hypothesis**

Hypothesis testing with a t-test is used to find out which hypothesis is accepted.

Hypothesis formulation: There is a significant influence of leadership on employee performance.

**Table 5. Leadership Hypothesis Test Results on Employee Performance.**

Coefficients						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	12.861	2,708		4.749	.000

Leadership (X)	.747	.079	.712	9.416	.000
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a. Dependent Variable: Employee Performance (Y)

Based on the test results in the table above, the value of  $t$  arithmetic  $>$   $t$  table or ( $9.416 > 1.988$ ). Thus the proposed hypothesis that there is a significant influence between leadership on employee performance is accepted.

## Discussion

### 1. Conditions of Respondents' Answers Leadership Variables

Based on the respondents' answers, the leadership variable obtained a rating score of 3.391 in the scale range from 3.40 to 4.19 with good or agreed criteria.

### 2. Conditions of Respondents' Answers Employee Performance Variables

Based on the respondents' answers, the employee performance variable obtained a rating score of 3.819, which is in the range of the scale of 3.40 - 4.19 with good or agree on criteria.

### 3. The Effect of Leadership on Employee Performance

Leadership has a significant effect on employee performance with the regression equation  $Y = 12.861 + 0.747X$ ; the correlation value is 0.712 or has a strong relationship with the contribution of 50.8%. Furthermore, testing the hypothesis obtained the matter of  $t$  arithmetic  $>$   $t$  table or ( $9.416 > 1.988$ ). Thus the theory proposed that there is a significant effect between leadership on employee performance is accepted.

## CONCLUSION

The conclusions in this study are as follows:

- The leadership variable obtained by a rating score of 3.391 is in the range of a scale of 3.40 - 4.19 with good or agree on criteria.
- The employee performance variable obtained a score of 3.819, which is in the range of the scale of 3.40 - 4.19 with good or agree on criteria.
- Leadership has a significant effect on employee performance with the regression

equation  $Y = 12.861 + 0.747X$ , the correlation value is 0.712 or strong, and the contribution of influence is 50.8%. In comparison, other factors influence the remaining 49.2%. Hypothesis test obtained value of  $t$  count  $>$   $t$  table or ( $9.416 > 1.988$ ).

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