

# THE EFFECT OF LEADERSHIP ON THE PERFORMANCE OF TOROSIAJE JAYA VILLAGE PERFORMANCES, POPAYATO DISTRICT, POHUWATO REGENCY

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## ABSTRACT

The performance of the village government, which is most important in the performance of its apparatus, has a very important role in determining a predetermined performance planning program. If the performance is good, the impact will be good, but if the performance is wrong, it will have a bad impact.

This study aims to determine the influence of leadership on the performance of the village apparatus Torosiaje Jaya. This type of research is descriptive research with a quantitative approach. The type of data used is primary data and secondary data with data sourced from observations, questionnaires and documentation. The population in this study amounted to 32 people, where the village apparatus amounted to 16 village BPD 9 people and village health cadres 7 people.

The results of this study were hypothesis testing in order to test the influence of leadership on the performance of village officials. It has been tested that the high and low performance of village officials can be influenced by leadership. The influence of leadership on the performance of village officials is 21.5%. The results of this study indicate that in general it confirms the hypothesis that has been stated previously that there is a significant influence of leadership on the performance of village officials.

**Keywords:** leadership, performance, village officials

## INTRODUCTION

The performance of the village government, which is most important in the performance of its apparatus, has a very important role in determining a predetermined performance planning program. If the performance is good, the impact will be good, but if the performance is wrong, it will have a bad impact. It can be seen from the lack of time for discipline by village officials and often arriving late during working hours at the village office.

Basically the poor performance of village government has a significant influence on leadership in a village

organization. Leaders have a very important role in achieving common goals. Running with or without an activity performance, the large part is determined by the leader who has been applied to an organization he leads.

An organization is a group of people at an association in achieving a certain direction. In social science knowledge, organization is a learning through research on the most important aspects of knowledge in the fields of economics and management. Leadership is the ability of a leader to influence the reaction of each individual or group of individuals to achieve certain goals in predetermined circumstances. Leadership is about social issues that exist between the

relationship of a leader and being led in influencing, coordinating and encouraging to achieve certain goals in certain situations [1].

Based on the understanding of the Big Indonesian Language Dictionary (KBBI), a village is a regional unit led by a village head with many family heads living in the area. The village is a government agency that is under the auspices of the district/city. The village is different from the government area which is under the sub-district head. Kelurahan is the lowest government area whose work area is led directly by the lurah or village head, the job of a lurah is to only carry out village government activities and is not entitled to regulate or investigate the needs of the local community.

Torosiaje Jaya Village is a village located in Popayato District, Pohuwato Regency, Gorontalo Province. Torosiaje Jaya Village has 4 hamlets, namely, Manunggal Jaya Hamlet, Sitabangan Hamlet, Jati Hamlet and Bumi Bahari Hamlet, with a population of 1,555 people.

Torosiaje Jaya Village is a village that has quite large natural resources, this is because the atmosphere of an area is on the coast of Tomini Bay and various characteristics of the community. This Torosiaje Jaya village is a division of several Bajo tribes which became the Bajo tribal settlements where previously the Torosiaje Jaya villagers had their homes in the Torosiaje village (houses over the sea). Due to the limited population, the Torosiaje Jaya village community was formed in a land settlement area. Although the people of the Torosiaje Jaya village have occupied settlements on land, most of the characteristics of the community work as fishermen at sea because the life of the Torosiaje Jaya people fully carries out activities directly at sea.

Each village has its own village office, what is meant by the village office is a place used by the village government in government activities. Administrative activities handled include making Poverty Deeds, KTPs, and managing Family Cards. Not only that, but the village government also processes the letter of residence. Here the role of the village apparatus is very necessary, this village apparatus is responsible for the management of government, development and community affairs.

Therefore, the role of village officials who are very capable and able to work together is needed in carrying out their duties. Village officials are also responsible for administrative management, thus occupying such an important position, because as the lowest government agency, they understand all the conditions and problems that exist in their area. This information is coordinated with the environmental government as it is needed in the formulation of regional and national policies for overall development needs. Therefore, as a leader, the village head is required to be more optimal in carrying out his duties to facilitate the process of drafting government tasks.

Generally humans are leaders and as a leader will definitely be held accountable. Leadership in the village is led directly by the village head. The village head has certain leadership personality traits and can support his efforts to establish good relations with his community. The behavior of the village head as a leader must have a role as a leader in the village, with the hope that he can carry out his responsibilities well as a government leader, which is expected to improve the village in serving the needs of the apparatus and the community. So that it is expected to improve the performance of the village apparatus.

Basically, a person can be said to have a good performance if he has knowledge of his performance, is able to punctuate the time in

his work schedule, has a level in a job, completes his responsibilities well, has skills in the quality of managing work and carries out the work that has been given to him.

Management is a series in regulating management and control activities in order to achieve the company's organizational goals. Basically, managers organize their employees so that they can work efficiently so that company goals can be achieved very well [3].

Management is a process of managing, designing, organizing, and controlling resources in order to achieve goals effectively and efficiently. Management is very important, because it is closely related to the realization or achievement of the realization goals. A manager refers to a person who manages and manages a company, hotel, etc., so that a manager can consist of one or several people. In managing a job in order to achieve results that are commensurate with a predetermined direction goal, it is really necessary to have special skills, not only technical skills but also a skill that can lead the public.

In general, human resource management is an effort in compiling human resources in obtaining the demands of the company that have been applied beforehand. According to Mangkunegara (2013) human resource management is the process of being able to carry out the benefits of human resources contained in everyone [6]. In a company organization, human resource management is centered according to the agility of recruiting human resources, managing and directing in order to achieve direction in a company. One of the company's efforts to implement human resource management is to bring in the Human Resource (HR) Division. HR is very much needed by corporate organizations because it can provide something that is known about the

company such as direction and various other trainings, especially in service management. The Human Resource Division also takes care of everything to ensure that employees can work as much as possible and hand over empowerment to company employees.

Human resource activities include having a section on recruitment, selecting the division of places, developing and evaluating and mainly focusing more on contributing to the achievement of the success of an organization. This focus includes productivity and service quality. Through the main activities of human resources, namely recruitment, selection, evaluation and development until these goals can be achieved. HRM should include related activities. Namely HR development activities are as follows: planning and analyzing human resources, equal employment opportunities, developing human resources, salaries and benefits, health/safety, management and labor relations management.

The leadership style provides more space for subordinates to participate in decision making. When subordinates come up with new ideas and meet the goals to be achieved, they will definitely hear his opinion. The relationship between superiors and subordinates is very friendly and enthusiastic, without an autocratic atmosphere. This leadership style is very suitable for start-up companies or non-profit organizations [4]. Leadership is a process that can influence the activities of a group of people who are organized so that they are willing to cooperate with leadership in predetermined circumstances. According to the opinion of. Leadership can be intended as a person's ability to influence others, especially his subordinates when he becomes the leader of an organization. This allows them to act and think in a determined direction so that they can easily achieve their goals [9].

In a corporate organization, two parts are found that are related to each other, this is the most important part in an organization,

namely the leader as superior and followers as subordinates. Therefore, the performance of subordinates needs to be evaluated and subordinates evaluate their superiors. Whether a leader can be a role model, or someone who can inspire participants to do a good job. Therefore, a leader is a responsible person who can cope with various difficult situations in an organization. In order to inspire others, a leader must have an advantage over someone he leads, and should be accepted by all his followers at their own will. This is related to the quality of these leaders.

According to Law No. 32 of 2004, the village is a legal community convention that has a line in an area of legal authority. The right to power in managing the needs of the local community according to the origins and generations of regencies/municipalities recognized or stipulated in the national government system, as desired according to the 1945 Constitution of the Republic of Indonesia. Government leadership is something that is applied in theory. Leadership in the field of government which is characterized by characteristics in the field of government, They are colored by the characteristics of the field of government. Government leadership explains the boundaries between the symptoms of leadership and the symptoms of government.

The design of concepts related to leadership related to the social value system, as well as the concept of government which contains a formal values system. A leader or formal leader is faced with various situations and rapid changes, therefore he must choose to take the role of a leader or be led [5]

According to the "Big Indonesian Dictionary", the role of the village is defined as a set of levels that are expected to be owned by the community in social institutions. Though the role is part of the task that must be done.

Points that can be used to determine the clarity of a role include: The authority they have can be ascertained, The degree of certainty for work goals and objectives, Responsible for the work that has been mandated, The level of accuracy in the division of working hours, Is the amount of work fair and the amount work to be completed, Levels for clarity regarding carrying out the responsibilities that have been given by superiors.

In village government organizations, there are always abilities, skills, and work knowledge to carry out the duties and functions of each village organization. The village government plays an important role in the management of community processes for the community [1].

The main task that must be completed by the village government is how to create a democratic life, provide good social life services and enable residents to live a good life in prosperity, peace and a sense of social justice for the community. To complete this task, the village government is obliged to make the following changes: Leadership, bureaucratic performance oriented to service quality and significance makes the village government more directly implement good local government, not bad governance.

Performance/performance is an explanation regarding the level of success in carrying out the design of orders in a series of concept activities in creating a target and direction of organizational goals that have been devoted to organizational design [7]

Performance comes from the concept of performance, some people give performance because of work or work performance, whereas performance has a broader meaning, not only the results of the work, but also how the work process occurs.

In a foreign language, performance is known as job performance or the results obtained by someone from real work in the quality obtained by an employee who has fulfilled his duties in accordance with the responsibilities that have been assigned to

the employee. In an organization, performance is a responsibility that has been entrusted to its employees and is an answer to the successful failure of a goal that has been implemented.

Human resource activities include having a section on recruitment, selecting the division of places, developing and evaluating and mainly focusing more on contributing to the achievement of the success of an organization. This focus includes productivity and service quality.

Through the main activities of human resources, namely recruitment, selection, evaluation and development until these goals can be achieved. HRM should include related activities. Namely HR development activities are as follows: planning and analyzing human resources, equal employment opportunities, developing human resources, salaries and benefits, health/safety, management and labor relations management. Performance is time management, where time management is able to balance work so that the state and level of tension can be balanced [11].

When an employee can't manage his time well, that time will be useless and will create a high level of tension. Conversely, if the employee is able to manage his time well then the employee will have a good performance and time so that it will not increase the tension in the performance. Because of that, an employee needs to carry out training and patterns in managing his time so that he can manage his work time well.

Leaders have the responsibility to create conditions to motivate members to achieve predetermined goals. Leadership is a person's ability to influence individuals or groups. Leaders must be able to align themselves between meeting individual needs and guiding individuals to achieve organizational goals, leaders who have responsibility are leaders who express the determination of individuals

and teams, and have flexibility in how to improve organizational performance. Leadership is a group of characteristics that are used to influence subordinates so that organizational targets can be achieved [8].

The obstacles faced by the company cannot be ignored because it will pile up problems and make the company more serious. The company's internal challenges include; Strength, in each company organization must be able to determine reliable profits. This strength becomes the basic capital to achieve organizational goals. Weaknesses, every company must be able to determine the company's weaknesses. Problematic weaknesses are related to human resource management problems after finding the weaknesses, then develop a plan to overcome them gradually and continuously. Business development, this development is a development that refers to what the company does after all process activities within the company are carried out. For example, expanding business roads, adding buildings, improving technology, diversifying production, and so on. This will affect human resource planning. Some functions of human resource management:

**Staffing (staffing)** The initial role of human resource management is staffing and processes for company employees. To implement it, staffing is made in three stages, namely planning, the last process is selection. Staffing has a major role in the company to select employees so that they can be responsible and perform their duties well.

**Performance evaluation** In the performance evaluation, employees will receive an assessment and evaluation of the performance that has been applied to the standards set by the human resource group.

**Compensation (compensation)** For the compensation section here employees have the right to get compensation or wages if the employee has completed the work responsibilities that have been mandated by the company. Basically human resource management has the following objectives:

Increase the efficiency of existing human resources in the organization, Improve the quality of employees in the organization so that they can give more contributions to the organization, improve work regulations that apply to the organization and increase productivity, Balance everyone's goals and make them consistent so that they can move with the same rhythm to achieve a common direction, company goals, Help functional managers and direct managers to control all workers or employees in a more useful way.

Human resource management focuses on providing compensation, directing work management, developing the company, employee safety, employee health, employee benefits, work motivation, communication, administrative and staff training. The focus of human resource management also includes the application of appropriate methods to manage employees strategically and the culture and values of the work environment.

Effective human resource management enables employees to make an effective contribution to company goals. If previously the function of human resource management was to handle administrative matters and transactions, now the function and focus of human resource management must be able to participate in the strategic use of employees and ensure that employee plans have a positive effect on the company. Leadership is a very important element in a company organization because there is contact between leaders and members in terms of society. The element of leadership is a process that influences subordinates to get the direction of the company's goals.

In a corporate organization, two parts are found that are related to each other, this is the most important part in an organization, namely the leader as

superior and followers as subordinates. Therefore, the performance of subordinates needs to be evaluated and subordinates evaluate their superiors. Whether a leader can be a role model, or someone who can inspire participants to do a good job. Therefore, a leader is a responsible person who can cope with various difficult situations in an organization. In order to inspire others, a leader must have an advantage over someone he leads, and should be accepted by all his followers at their own will. This is related to the quality of these leaders.

In village government organizations, there are always abilities, skills, and work knowledge to carry out the duties and functions of each village organization. The village government plays an important role in the management of community processes for the community. The main task that must be completed by the village government is how to create a democratic life, provide good social life services and enable residents to live a good life in prosperity, peace and a sense of social justice for the community. To complete this task, the village government is obliged to make the following changes: Leadership, bureaucratic performance oriented to service quality and significance makes the village government more directly implement good local government, not bad governance.

This situation is also affected by human weakness. A village with a relatively small population and very limited resources. Therefore, to be able to solve problems or stagnation in the community, external forces work together with potential institutional actors in the village to carry out social change in a better direction than before.

## RESEARCH METHODE

This research uses a quantitative research approach. This type of research is descriptive, which is a scientific research method in developing a mathematical model and theories or hypotheses that are related to a natural phenomenon. According to

Quantitative method is a research method based on positivism, used to conduct research on a particular population or sample, and use instruments for data collection. In this study, data analysis is quantitative / statistical, with the aim of describing and testing predetermined hypotheses [10]. This research has independent variable (*independent variable*) and dependent variables (*dependent variable*). The independent variable (X) Leadership, is the variable that influences or causes the emergence of the dependent variable while the dependent variable (Y) Employee Performance, is the variable that is influenced or becomes the result of the independent variable.

The measurement scale of this research variable is a reference used to determine the length of the short interval on a measuring instrument. By using a measurement scale, the measuring instrument used will produce quantitative data. After generating quantitative data in the form of these numbers at the time of measurement. In this study, the authors use a variable measurement scale using a Likert scale, with a scoring system, including the highest score, namely a score of 5 and the lowest score, namely 1.

The population and sample in this study were all village officials, totaling 32 people, where village officials amounted to 16 people, village BPD 9 people, and village health cadres 7 people. This research instrument is seen from the measurement scale, the research instrument uses a variable method in the form of a score, namely, Score 1 Strongly Disagree, Score 2 Disagree, Score 3 Doubtful, Score 4 Agree, Score 5 Strongly Agree. Data analysis techniques used

#### 1. Test Validity

Validity is a truth and validity in the research tools used, in each research the validity of the tools used

will always be questioned.

#### 2. Reliability

The reliability test is a measure of the stability and consistency of respondents' answers to questions related to questions. These questions involve dimensions as variables and are arranged in the form of a questionnaire.

#### 3. Normality Test Data Normality

The test is useful in order to determine whether a data that has been collected in the normal division of a data that has been obtained in a normal population. the variable (Y) which consists of 9 statements, their value calculated is greater than the r table. Therefore, all instruments, both the X and Y variables, the results of this validity test are said to be all valid.

### DISCUSSION

Leadership is the act of a person in order to influence his subordinates. Good leadership is paying attention to the task and carrying out supervision wisely and productively so as to create a good performance. Good leadership can be seen from the norms of character and behavior in influencing subordinates so that success can be achieved in carrying out tasks and work plans. So that the leader can conduct a performance survey by conducting a work evaluation so that his subordinates can achieve their work targets well.

The amount of ability to explain employee performance from the variables above is real and its significance indicates that it can simultaneously indirectly affect the performance of the apparatus. It is expected that leadership and performance have a significant effect with a large influence value of 21.5% so that  $H_a$ : There is a significant influence of leadership on performance, the hypothesis test can be accepted.

### CONCLUSION

1. Based on the results of the calculation of

research date, the high and low of a leadership variable and a performance variable with statistical test results have been proven as expected that leadership and performance have a significant effect.

2. The influence of leadership on the performance of village officials is 21.5%.

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