

ANALYSIS OF THE INFLUENCE OF SUBDISTRICT HEAD LEADERSHIP ON EMPLOYEE PERFORMANCE

Yulianda, Ivon Jalil

Faculty of Economics, Teuku Umar University, Aceh, Indonesia
Email: yulianda0409@gmail.com, ivonjalil@gmail.com

Abstract

The Samatiga District Head Office is a government institution that provides services to the community. This study aims to determine the influence of the sub-district leadership on employee performance. Samatiga as many as 20 employees. The data processing of this research was carried out by interviewing and filling out questionnaires. The research method used in this study was qualitative research. Qualitative research is research which is a description of the research results obtained. The results showed that all research respondents gave the same statement that the Subdistrict Head leadership can affect employee performance. The conclusion that can be drawn in this study is that leadership is an attitude of influence where this attitude can improve the quality of work of its employees to work optimally.

Keywords: leadership; subdistrict head; performance

Received 24 October 2021, Revised 5 November 2021, Accepted 10 November 2021

INTRODUCTION

In running the wheels of government, the role of a leader is definitely needed to influence the behavior of others so that they will be directed to achieve the goals that have been set. Leadership is the attitude of a leader in an institution or organization (Adiwilaga, 2018). Leadership must be able to influence and know the weaknesses and strengths of its employees in carrying out the work given. A leader must understand how to carry out work and create work ideas so that every work done will be successful and achieve work targets for his work area, if this can be done then the leadership of a leader can be said to be successful. Leadership is the person in charge of every work carried out by his subordinates (Fatokun, Salaam, Ajegbomogun, & Adedipe, 2010).

Leadership is an attitude that must be possessed by a leader who has a position in the government area he leads, therefore

leadership must have a fair and transparent attitude to his employees and have a sense of responsibility for the progress of his government area because success and failure in a work program in the organization can be caused by leadership, (Istianto, 2009). Leadership can be based on attitudes and behavior and the way the work is carried out by a leader. Good leadership will easily bring employees to work. The function of leadership in an organization is to unite its employees so that they can always work effectively and efficiently in accordance with the abilities and education they have taken.

Samatiga sub-district is one of the sub-districts in West Aceh district which is ordered by a sub-district head as the head of the sub-district. Its activities and government functions are supported by competent employees who work to provide services for people who need services in the sub-district. However, from the results of monitoring

carried out, the leadership in the sub-district has not been fully implemented optimally because the work programs have not been fully felt by the local community, therefore leaders and employees should work together to design work programs so that they are right on target according to with what is expected so that employee performance can benefit the community. One of the factors that can affect the performance of employees in the organization is leadership or leaders (Thoha, 2004).

In supporting good performance, leaders need to evaluate work programs that have been carried out, it is necessary to change the position of employees according to their scientific expertise. The sub-district leadership in Samatiga District must be able to encourage and influence their employees at work, a leader usually has more intellectual and knowledge than his own employees. With the nature of the initiative consistent with his attitude in acting and speaking and the firm attitude contained in a leader becomes a separate assessment for employees, this is where the strength of each employee arises to do a good job, so that the character of a leader can be imitated and affect performance his employees.

METHOD

This research was conducted at the Samatiga Sub-district Head Office located in Gampong Suak Timah, West Aceh Regency, the research location was taken intentionally (Purposive Sampling). The selection of the research location was based on the consideration that the research location was easily accessible by the researcher.

The data collection method used in this study is qualitative research (Anggito & Setiawan, 2018). Qualitative research is very appropriate to be used to examine complex social problems that can be used for a broad and deep understanding related to reality and facts. In this study, the author uses a qualitative approach, namely the data collected in the form of words, pictures, and

not numbers, this is due to the application of qualitative methods (Creswell & Creswell, 2017). With this research method, it is hoped that you can see and get information about the analysis of the influence of the sub-district leadership on employee performance.

According to (Sugiyono, 2017) to facilitate researchers in conducting research, the data source used is primary data, which is data given directly to researchers or data collection obtained from the field. That the data was obtained from the field by interviewing research samples and then processed into data that was used in accordance with the objectives of the study. Secondary data is indirect data, namely data sources that are provided indirectly to data collectors, for example through documents or through other people. That this data is obtained from libraries, readings such as notes, reports, important documents, which are obtained from studies that have been studied previously.

RESULTS AND DISCUSSION

Leadership is the attitude of a leader that can affect his employees in an organization (Farahnak, Ehrhart, Torres, & Aarons, 2020). A leader is responsible for carrying out work and designing work plans to be carried out by his employees, if the work design is successfully carried out by his employees then leadership can be said to be successful. From the results of the research that has been done, it is known that the Camat leadership which includes Innovators, Communicators, Motivators, and Controls has a great influence on employee performance. The Camat leadership can affect employee performance with a firm leader full of enthusiasm and wisdom can be an employee innovator, communicator, motivator and controller for employees, the higher the attitude possessed by the leadership, the easier it will be to influence employees at work (Ibrahim, Pora, & Pora, 2020). Employee performance depends on how the leadership behaves towards the agency and

its employees, therefore leadership attitudes such as being an innovator, communicator, motivator and control must be improved. The Camat leadership is the key to success in the agency. The better the leadership, the better the employee performance, this greatly affects the quality of the agency and optimal job creation.

1. Innovator

An innovator is someone who is able to provide ideas and ideas for a program of work to be carried out and find a way out if there are problems in the work being done.

Table 1
Research results related to innovators

Indicator	Number of Samples	Respondents' Answer Results		
		SD and D	N	A and SA
Innovator	20 employees	0	1	19

The results of the research on the Innovator indicator show that the sub-district leadership in Samatiga is very good at being an innovator for its employees. Respondents strongly agree that a leader must have an innovator attitude because the innovator attitude in the leader can affect employee performance. An innovator is an attitude that can provide ideas, ideas, methods or aspirations before carrying out activities, so before carrying out performance it is necessary to

innovate so that the performance carried out can be completed optimally. So with the Camat leadership innovator in Samatiga District, it can be said that it is successful and has an effect on employee performance.

2. Communicator

A communicator is someone who acts as a messenger or conveys important information that can provide input to employees in carrying out their performance.

Table 2
Research results related to communicators

Indicator	Number of Samples	Respondents' Answer Results		
		SD and D	N	A and SA
Communicator	20 employees	1	0	19

The results of the research on the communicator indicator show that the respondents strongly agree if a leader has the attitude of a communicator. A good communicator in a leader is an attitude that is able to influence employees at work. So with the Camat leadership communicator in Samatiga District it can

be said to be successful and affect employee performance.

3. Motivator

Motivator is an attitude that gives enthusiasm to build work motivations for employees. The motivator can be in the form of seminars or job training that is applied to the work location to build employee morale.

Table 3
Research results related to Motivator

Indicator	Number of Samples	Respondents' Answer Results		
		SD and D	N	A and SA
Motivator	20 employee	3	5	12

The results of research on motivator indicators show that respondents strongly agree if a leader has a motivator attitude. A motivator is an attitude that leaders need to show to inspire their employees to have a positive impact on their performance. In this study, the sub-district leadership in being a motivator is still not optimal even though it can affect employee performance, this is indicated by the respondents' answers. Motivator is an

attitude that can motivate employees to work, so with the motivator of the Camat leadership in Samatiga District it can be said to be successful and have an effect on employee performance.

4. Control

Control is supervision carried out by a leader on employee performance, placing work positions in accordance with the expertise possessed and being able to use human resources properly.

Table 4
Research results related to Control

Indicator	Number of Samples	Respondents' Answer Results		
		SD and D	N	A and SA
Control	20 employee	0	3	17

The results of the research on control indicators show that the leadership of the sub-district head in Samatiga District on the supervision or control carried out by the leader of his employees can affect performance. Control is an attitude that leaders need to have to monitor the performance of their employees in order to have a positive impact on their performance. In this study, the sub-district leadership in supervising and controlling employee performance is very good and can affect employee performance, this is indicated by the respondents' answers. So with control, the leadership of the sub-district head in Samatiga District can be said to be successful and has an effect on employee performance.

5. Employee Performance

Employee performance is one of the activities carried out in an organization or group (Asfaw, Argaw, & Bayissa, 2015). Performance can be said to be successful if the work done can be completed on time and on target, therefore employee performance can affect leadership, if the leadership of a leader is fair and transparent, the performance of employees in the agency will increase. In

this study, it was found that the performance of employees at the Samatiga District Head Office was optimal, supported by leadership attitudes that were able to influence employees in improving performance. Samatiga sub-district is led by a sub-district head who has leadership attitudes that include innovators, communicators, motivators and controls, with this attitude employees can improve employee performance and provide optimal performance for the local community.

CONCLUSION

In accordance with the results of the research conducted, it can be concluded that leadership is an influencing attitude, namely a leader must be able to influence his employees to always be loyal and responsible for their performance, therefore a leader must have attitudes that should be imitated and imitated by his employees, such as leadership must be able to be an innovator, communicator, motivator and control because these attitudes can affect employee performance. The results of research on innovator indicators, namely, innovator leadership is able to influence employee

performance, it is known from the results of research that answer the choices agree and strongly agree as many as 19 people. The results of research on communicator indicators, namely, communicator leadership can affect employee performance, it is known from the results of the study that there are more choices of answers agree and strongly agree as many as 19 people. The results of research on motivator indicators, namely, leadership that is a motivator can affect employee performance, it is known from the results of the study that there are more agree and strongly agree answers as many as 12 people. The results of research on control indicators, namely, leadership that controls can affect employee performance, it is known from the results of the study that more answers agree and strongly agree as many as 17 people.

REFERENCES

- Adiwilaga, Rendy. (2018). *Kepemimpinan Pemerintahan Indonesia: Teori dan Prakteknya*. Deepublish. [Google Scholar](#)
- Anggito, Albi, & Setiawan, Johan. (2018). *Metodologi penelitian kualitatif*. CV Jejak (Jejak Publisher). [Google Scholar](#)
- Asfaw, Abeba Mitiku, Argaw, Mesele Damte, & Bayissa, Lemessa. (2015). The impact of training and development on employee performance and effectiveness: A case study of District Five Administration Office, Bole Sub-City, Addis Ababa, Ethiopia. *Journal of Human Resource and Sustainability Studies*, 3(04), 188. [Google Scholar](#)
- Creswell, John W., & Creswell, J. David. (2017). *Research design: Qualitative, quantitative, and mixed methods approaches*. Sage publications. [Google Scholar](#)
- Farahnak, Lauren R., Ehrhart, Mark G., Torres, Elisa M., & Aarons, Gregory A. (2020). The influence of transformational leadership and leader attitudes on subordinate attitudes and implementation success. *Journal of Leadership & Organizational Studies*, 27(1), 98–111. [Google Scholar](#)
- Fatokun, Jonathan Olusola, Salaam, Mulikat O., Ajegbomogun, Fredrick Olatunji, & Adedipe, Nimbe. (2010). The influence of leadership style on the performance of subordinates in Nigerian libraries. *Library Philosophy and Practice*, 7(1), 75–79. [Google Scholar](#)
- Ibrahim, Abdulhalil Hi, Pora, Rasid, & Pora, Afgani. (2020). Peran Kepemimpinan Camat Dalam Meningkatkan Kinerja Pegawai (studi di Kantor Kecamatan Mangoli Tengah Kabupaten Kepulauan Sula). *Jurnal Government Of Archipelago-JGOA*, 1(1), 25–33. [Google Scholar](#)
- Istianto, Bambang. (2009). *Manajemen pemerintahan dalam perspektif pelayanan publik*. Kerja sama STIAMI Jakarta dengan Penerbit Mitra Wacana Media. [Google Scholar](#)
- Sugiyono, P. D. (2017). Metode Penelitian Bisnis: Pendekatan Kuantitatif, Kualitatif, Kombinasi, dan R&D. *Penerbit CV. Alfabeta: Bandung*. [Google Scholar](#)
- Thoha, Mifta. (2004). *Kepemimpinan dalam manajemen*. [Google Scholar](#)



© 2021 by the authors. Submitted for possible open access publication under the terms and conditions of the Creative Commons Attribution (CC BY SA) license (<https://creativecommons.org/licenses/by-sa/4.0/>).