

# The Influence of Leadership Style on Employee Performance at the Sahabat Cooperative of the Buol Regency

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## Abstrak

*The problem in this study is how much influence the leadership style has on the performance of employees at the Sahabat Multipurpose Cooperative of Buol Regency. The research time is 3 months, for data collection techniques with literature study methods, surveys, questionnaires. The population and sample in this study were 21 employees, the sampling technique in this study used a saturated sample technique. The types of data are qualitative and quantitative. The data analysis technique used is for qualitative data using a Likert scale, and for quantitative analysis using the Correlation Coefficient of Determination, and the T-test. The results showed that the value of the correlation coefficient was  $r = 0.82371$  or 82.37% which was interpreted very strongly. The value of the coefficient of determination was  $(Kd)^2 = 0.67849$  which means that Leadership Style has a significant effect on 85% of employee performance. While the remaining 32.15% is influenced by other variables. For the t-test, the results show  $t$  count = 6.163372486 while  $t$  table = 2.101 so it can be concluded that the hypothesis that there is an influence of leadership style on employee performance is acceptable.*

**Keywords** —Influence, leadership style, performance

## INTRODUCTION

Leadership as a management concept in organizations has a strategic position because it is central to all organizational activities. Leadership is necessary where there is a cooperative relationship in achieving organizational goals. In leading an organization, a leader cannot be separated from the leadership style. The leadership style arises based on the way of acting or behaving from the leader concerned. A leader can increase the effectiveness of his leadership by using different styles depending on the situation and conditions he is facing. A leader is required to display a unified personality in speech, attitude, and behavior so that any task assigned to his subordinates will be completed willingly and enthusiastically. Every leader who provides appropriate and directed motivation will affect changes in the behavior of his subordinates, they will be willing to carry out their duties sincerely and are aware of their responsibilities, and do not feel forced.

The Sahabat Cooperative is one of the cooperatives that is growing and has been widely known in the Buol Regency. This cooperative is led by a chairman in its day-to-day operations. The type and leadership style of the chairman of the Sahabat Cooperative in carrying out activities to move or motivate his subordinates, various ways the leader can do, namely by taking actions that are always directed at achieving organizational goals within the internal cooperative.

According to Tjiptono (2006:161) leadership style is a way used by leaders in interacting with their subordinates. Meanwhile, another opinion states that leadership style is a pattern of behavior (words and actions) of a leader that is perceived by others (Hersey, 2004:29). Management system by objective, Murphy & Cleveland (1995) defines

"performance" as a countable outcome, which means that the results achieved have meant that they can be held accountable.

The term performance in its development is an interpretation of the term performance, which can mean work or work performance. According to Sedarmayanti (2001: 50) suggests that: performance is translated into performance, which also means work performance or work results or for work/work performance. Efforts made to measure agency performance are a substantial factor in assessing whether an agency or organization has been able to carry out its duties by the established plans and programs. Based on the description of the performance concept above, the problem of performance is related to ability or performance which is also known as competence, which includes skills, skills, and experience in carrying out their duties.

According to law no. 25 of 1992, the definition of a cooperative is "a business entity consisting of one person or a cooperative legal entity by basing its activities on cooperative principles as well as a people's economic movement based on the principle of kinship". Cooperative comes from the English word "co" which means the same, and "operation" which means to work or act. Cooperative means the cooperation of a group of people who have the same interests with the aim of improving the welfare of the community. This research aims to determine the effect of leadership style on employee performance at the Buol Regency Multipurpose Business Cooperative.

### RESEARCH METHODS

This research is a type of quantitative research, which is viewed from the level of explanation. This research is associative research with a causal relationship. According to Sugiyono (2012:59), A causal relationship is a causal relationship so, here there are independent variables (influence) and dependent variables (influenced). This means that the research focuses on the influence of Leadership Style as the independent variable and Performance as the dependent variable. This research was conducted at the Friends of the Multi-Business Cooperative, Biau District, Buol Regency. This research was conducted for approximately 3 months, namely September to November 2021. The data collection method was carried out in 3 ways, namely Literature Study, Survey Method, and Questionnaire Method.

Descriptive analysis was conducted to determine the effect of leadership style on employee performance through questionnaires distributed to members of the cooperative, then analyzed.

The Likert scale is used to measure attitudes, opinions, and perceptions of a person or group about social phenomena. In the research of this social phenomenon, it has been specifically determined by the researcher, hereinafter referred to as the research variable. From the variables that are in the frame of mind, measurements are then taken (Sugiono:1999:86). The questionnaire uses the Liker scale with the answer categories:

- |                      |   |
|----------------------|---|
| 1. Strongly agree    | 5 |
| 2. Agree             | 4 |
| 3. Doubtful          | 3 |
| 4. Do not agree      | 2 |
| 5. Strongly disagree | 1 |

Furthermore, to answer the research hypothesis, namely to determine the effect between variables, it is necessary to carry out inferential analysis using statistical methods, namely the correlation coefficient and the coefficient of determination, then the results are analyzed using the T-test.

## RESULTS AND DISCUSSION

On May 8, 2007, the Department of Cooperatives and Investment of Buol Regency issued a decree and legalized the establishment of the Sahabat Multipurpose Cooperative (KSU) Number: 83 / 618/ DISKOP. UKM PM/V 2007. Until now, the Sahabat cooperative has continued to improve. Initially, KSU Sahabat only served weekly loans, now it has served daily loans. The vision of "Friendly Multipurpose Cooperative" is an independent business entity based on kinship in building a populist economy, which can provide benefits to members and the community.

Descriptive analysis is used to determine the frequency, respondents' answers are based on the results of the questionnaire obtained from 20 respondents. This analysis wants to describe two X variables, namely Leadership Style and Y variable Employee performance. This is taken based on research data and based on facts obtained in the field. From the results of data processing, it was found that the relationship between leadership style and performance was 82.37%. The remaining 17.63% was related to other variables not included in the study. Then entered into the value of the coefficient of determination  $(r)^2 = 0.82371$  This analysis aims to determine the significant influence of Leadership Style on Performance, it can be calculated using the coefficient of determination formula as follows:

$$r = (r)^2 \times 100\%$$

$$r = (0.82371)^2 \times 100\%$$

$$r^2 = 0.678498$$

$$r = 67.85\%$$

The value of the coefficient of determination  $(r)^2 = 0.678498$  which means that leadership style has a significant effect of 67.85 or 67.85% on performance while the remaining 32.15% is influenced by other variables.

based on the processing of the arithmetic data above the total t count is 6.163372486 and T table =  $(n - 2 = 18)$  with a two-sided test with an error rate of 5% seen in the attachment table is 2.101 so it can be concluded that t count is  $6.163372486 \geq$  compared to t table 2.101 so it can be concluded that the hypothesis that there is an influence of leadership style on employee performance is acceptable

## CONCLUSION

Based on the comparison results, the hypothesis that there is a significant influence of leadership style on performance can be accepted and proven so that this study can be used as a reference.

## SUGGESTION

In this opportunity we would like to convey some suggestions as follows:

1. Leaders should routinely directly monitor performance and provide notes on the results of supervision on employee performance.
2. Leaders should play a role in realizing quality performance in the form of kinship and cooperation, actions marked by a sense of help and mutual assistance in realizing good employee performance.

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