Research Article

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The Influence of Leadership Style and Work Motivation on Employee Performance at The Office of The Department of Population and Civil Registration of Kepulauan Selayar District

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Abstract: *This aim is to determine the influence of leadership style and work motivation on employee performance at the Selayar Islands Regency Population and Civil Registration Office. The population in this study were all employees of the Office of the Population and Civil Registration Office of the Selayar Islands Regency, totaling 67 employees. The data used are primary data and secondary data obtained using a questionnaire distribution technique. This study uses a quantitative approach and is analyzed using the Multiple Linear Regression Analysis Method using SPSS 25 to prove three hypotheses. The results of this study prove that the Leadership Style variable has a significant effect on Employee Performance with a t count > t table and a sig value of. Work Motivation Variable has a significant effect on Employee Performance with a calculated value of t count > t table and a sig value of. Based on the results of this study, it is also known that the variables of Leadership Style and Work Motivation simultaneously or simultaneously have a significant effect on the dependent variable, namely Employee Performance at the Selayar Archipelago Regency Population and Civil Registration Office.*

Introduction

The Department of Population and Civil Registration of the Selayar Archipelago Regency is a state-owned agency engaged in the field of population and civil registration which has the main task of assisting the regent in carrying out the authority of the regional government in formulating it, fostering, controlling and managing and coordinating policies related to population and civil registration.

At the Office of the Population and Civil Registration Office of the Selayar district, performance has decreased which is influenced by variables such as the influence of administrative style and work inspiration on worker performance. Where the figure of a pioneer in mobilizing officials so far has not been much, especially in the chaotic correspondence that made the population officials and the general population of the Selayar Islands misjudge what was requested. The effect of these issues brought about a lot of gaps between representatives and pioneers which appeared in the result of slightly lower worker performance, due to the influence of the style of initiative and work inspiration on the presentation of workers at the Selayar Islands Regency Population and Civil Registration Office.

The management presentation at the Selayar Islands Population and Civil Registration Service is one of the elements that is expected to help achieve organizational goals. The service presentation is an

illustration of the level of target achievement or as an elaboration of the vision, mission and master plan of the Population and Civil Registration service which shows the level of progress and disappointment in the implementation of employee performance.
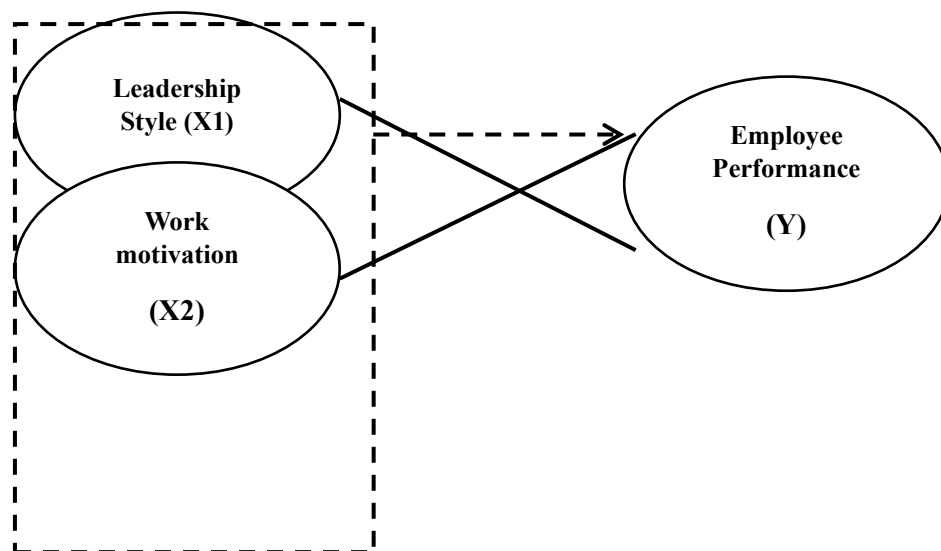
Method

This type of research is a survey method technique, where this research takes samples and populations as a data collection tool. The engineering plan of this research is quantitative in nature. As pointed out by Sugiyono (2014: 8) the notion of quantitative examination can be interpreted as an exploratory strategy in viewing positivism ways of thinking, used to view certain populations or tests, gathering information using research instruments, examining data is quantitative/factual, fully intending to test speculation set. The population in this study were 67 residents of the Selayar Islands population office and the sample of this study were employees of the Selayar Islands Population Administration office with a complete population of 67 people using saturated sampling.

1. Framework of thought

The operational variables in this study are leadership style (X1) and work motivation (X2) and performance (Y) variables. the independent variable (X1) has a partial effect on (Y) and the dependent variable (X2) has a simultaneous effect on (Y).

Figure 1.1 Thinking Framework

2. Hypothesis

Based on the formulation of the problem that has been previously stated, this hypothesis is:

H1: The leadership style variable (X1) has a partial effect on the employee performance variable (Y) at the Selayar Islands Regency Population Service Office.

H2: The work motivation variable (X2) affects the performance of employees (Y) at the Selayar Islands Regency Population Service Office.

H3: The variables of leadership style (X1) and motivation (X2) simultaneously affect the performance of employees (Y) at the Selayar Islands Regency Population Service Office.

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Results and Discussion

Validity test

This study conducted a validity test using SPSS, the number of samples used for this validity test was 67 samples so that 1_table in this validity test is a validity test in this study also looking at the significant value, if the significant value is less than 0.05 then the item is invalid , conversely if the significance is less than 0.05 it is said to be invalid.

1. Leadership Variable Validate Test

Table 1. Results of Leadership Variable Validity Test

Indicator	*r count*	*r table*	sig. value	Information
X1.1	0.556	0.240	0.000	Valid
X1.2	0.570	0.240	0.000	Valid
X1.3	0.598	0.240	0.000	Valid
X1.4	0.586	0.240	0.000	Valid
X1.5	0.650	0.240	0.000	Valid
X1.6	0.731	0.240	0.000	Valid
X1.7	0.535	0.240	0.000	Valid
X1.8	0.609	0.240	0.000	Valid

Processed primary data sources (2023)

Based on the data in table 1, it shows that all question items from the Leadership variable are stated to be entirely valid. All item r count questions are above 0.240 and the overall significance value is less than 0.05 so that all question items in the instrument are said to be valid.

2. Test the Validity of Work Motivation Variables

Table 2. Results of Work Motivation Validity Test

Indicator	*r count*	*r table*	sig. value	Information
X2.1	0.740	0.240	0.000	Valid
X2.2	0.741	0.240	0.000	Valid
X2.3	0.619	0.240	0.000	Valid
X2.4	0.703	0.240	0.000	Valid
X2.5	0.717	0.240	0.000	Valid
X2.6	0.558	0.240	0.000	Valid

Source: Processed Primary Data (2023)

Based on the data in table 2, it shows that all question items from the Leadership variable are stated to be entirely valid. All item r count questions are above 0.240 and the overall significance value is less than 0.05 so that all question items in the instrument are said to be valid.

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3. Test Employee Performance Variables

Table 3 Results of Validity Test of Employee Performance Variables

Indicator	*r count*	*r table*	sig. value	Information
X3.1	0.498	0.240	0.000	Valid
X3.2	0.516	0.240	0.000	Valid
X3.3	0.763	0.240	0.000	Valid
X3.4	0.693	0.240	0.000	Valid
X3.5	0.825	0.240	0.000	Valid
X3.6	0.724	0.240	0.000	Valid

Source: Processed Primary Data (2023)

Based on the data in table 3, it shows that all question items from the Leadership variable are stated to be entirely valid. All item r count questions are above 0.240 and the overall significance value is less than 0.05 so that all question items in the instrument are said to be valid.

Reliability Test

Table 4 Reliability Test Results

No	Variable	*Cronbach's Alpha*	Reliability
1	Leadership	0.741	reliable
2	Work motivation	0.768	reliable
3	Employee Performance	0.748	reliable

Source: processed primary data (2023)

Based on the data in table 4, shows that the value *Cronbach's Alpha* in all variables greater than 0.6 so that all can be concluded that from the questionnaire used to describe that the Variables of Leadership, Work Motivation and Employee Performance can be said to be reliable and reliable as a variable measuring tool.

Autocorrelation Test

The autocorrelation test aims to test whether in the linear regression model there is a correlation between the confounding errors in period t and the confounding errors in the t-1 (previous) period.

Table 5. Autocorrelation Test Results

Summary modelb					
Model	R	R Square	Adjusted R Square	std. Error of the Estimate	Durbin-Watson
1	.523a	.274	.251	2.57872	1,524
a. Predictors: (Constant), Performance Motivation, Leadership					
b. Dependent Variable: Employee Performance					

Processed Data Source (2023)

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Based on the data in table 5, it can be seen that du (1.4806) < d (1.524) < 4-du (1.732). it can be concluded that there is no autocorrelation in the model.

Linearity Test

Linearity test to find out whether there is a linear relationship between each independent variable and the dependent variable. Decision making on the linearity test is by looking at the significant value on the Deviation From Linearity. The criterion for determining this linearity is if the significant value is ≤ 0.05 then the relationship between variables X and Y is not linear. Meanwhile, if the significant value is > 0.05, then the relationship between variables X and y is linear. The results of the Linearity Test analysis in this study are as follows:

a. Leadership Variable With Employee Performance

Table 6. Test of Leadership Linearity Results with Employee Performance

ANOVA Table			Sum of Squares	Df	MeanSquare	F	Sig.
Employee Performance * Leadership	Between Groups	(Combined)	153,220	16	9,576	1.107	.375
		Linearity	7,383	1	7,383	.853	.360
		Deviation from Linearity	145,837	15	9,722	1.123	.361
	Within Groups		432,690	50	8,654		
	Total		585,910	66			

Source: Processed Primary Data (2023)

Based on table 6, it can be seen that the Deviation From Linearity significance value is 0.361 > 0.05, this shows that there is a linear relationship between the variables of Leadership and Work Motivation on Employee Performance.

b. Work Motivation Variables on Employee Performance

Table 7. Linearity Test Results of Work Motivation and Performance

ANOVA Table			Sum of Squares	Df	MeanSquare	F	Sig.
Employee Performance * Work Motivation	Between Groups	(Combined)	253,019	12	21,085	3,420	001
		Linearity	156,864	1	156,864	25,446	.000
		Deviation from Linearity	96155	11	8,741	1,418	.192

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	Within Groups	332,891	54	6.165		
	Total	585,910	66			

Source: Processed Primary Data (2023)

Based on table 7, it can be seen that the deviation from linearity significance value is 0.195 > 0.05. This indicates that there is a linear relationship between the variable Work Motivation on Employee Performance.

Classical Assumption Test

1. Normality Test

The normality test serves to test whether in a regression model, confounding variables have a normal distribution. In this study, the one sample Kolmogorov-Smirnov test will be used using a significance level of 0.05. The data is declared normally distributed if the significance is greater than 0.05. The normality test results in this study are as follows:

Table 8. Normality Test Results

One-Sample Kolmogorov-Smirnov Test		
		Unstandardized Residuals
N		67
Normal Parameters, b	Means	.0000000
	std. Deviation	2.53934638
Most Extreme Differences	absolute	061
	Positive	056
	Negative	-.061
Test Statistics		061
asymp. Sig. (2-tailed)		.200c,d
a. Test distribution is Normal.		
b. Calculated from data.		
c. Lilliefors Significance Correction.		
d. This is a lower bound of the true significance.		

Source: processed primary data (2023)

Based on table 8, the asymp value is obtained. Sig. (2-tailed) of 0.200 which indicates that the value is greater than 0.05, so it can be said that the data in this study are normally distributed.

2. Heteroscedasticity Test

The heteroscedasticity test is used to test whether in a regression there is an imbalance of the residual variable starting from one perception and then moving on to the next perception. The condition that must be met in the regression model is the absence of heteroscedasticity. In this review, a heteroscedasticity test will be carried out using the Glejser test, which relates the direct value of the remainder to each variable. The results of the Glejser test show that there is no heteroscedasticity if the SPSS estimate is likely to be

above the 5% certainty level. The side effects of examining the heteroscedasticity test in this review are as follows:

Table 9. Heteroscedasticity test results

Model		Unstandardized Coefficients		Standardized Coefficients	Q	Sig.
		B	std. Error	Betas		
1	(Constant)	13.155	3,262		4,033	.000
	Leadership	059	081	077	.721	.473
	Work motivation	.433	.090	.512	4,796	.000
a. Dependent Variable: Employee Performance						

Processed primary data sources (2023)

Based on the data in table 9, the results of the heteroscedasticity test using the Glejser test show that the independent variable (X1) has a significant value > 0.05 with details of the Leadership Variable having a Sig value. 0.473 > 0.05. this shows that there is no heteroscedasticity in the variables tested, which means there is no correlation between the size of the data and the residuals. Meanwhile, the independent variable (X2) has a significant value of <0.05, with the details of the Work Motivation Variable having a sig value of 0.00. this shows that there is heteroscedasticity in the variables tested, which means there is a correlation between the size of the data and the residuals.

3. Multicollinearity Test

Multicollinearity test is used to determine whether or not there is a correlation between independent variables in the regression model. A good regression model is one that does not contain multicollinearity. Detecting multicollinearity can be seen from the tolerance value and the variant inflation factor (VIF) as a benchmark. If the tolerance value is ≤ 0.10 and the VIF value is ≥10, it can be concluded that there is multicollinearity in this study. The results of the Multicollinearity Test analysis in this study can be seen in the table below:

Table 10. Multicollinearity test results

Model		Unstandardized Coefficients		Standardized Coefficients	Q	Sig.	Collinearity Statistics	
		B	std. Error	Betas			tolerance	VIF

1	(Constant)	13.155	3,262			4,033	.000		
	Leadership	059	081	077		.721	.473	.995	1.005
	Work motivation	.433	.090	.512		4,796	.000	.995	1.005
a. Dependent Variable: Employee Performance									

Processed primary data sources (2023)

Based on table 10. It can be seen through the Variance Inflation Factor (VIF) that each independent variable has a VIF <10.0 and a tolerance value > 0.10. This means that the independent variables, namely leadership and work motivation, are not correlated with each other, so that it can be stated that the multiple linear regression model is free from the assumption of multicollinearity.

Regression Testilinearr Doubles

Analysis Regression is technique statistics that are useful for examining and modeling the relationships between variables. Multiple regression is often used to solve regression analysis problems which result in the relationship of two or more independent variables. The results of multiple linear regression analysis in this study are as follows:

Table 11. Multiple Linear Regression Test Results

Coefficientsa					
		Unstandardized Coefficients		Standardized Coefficients		
Model		B	std. Error	Beta[s]	t	Sig.
1	(Constant)	13.155	3,262		4,033	.000
	Leadership	059	081	077	.721	.473
	Work motivation	.433	.090	.512	4,796	.000
a. Dependent Variable: Employee Performance						

Processed primary data sources (2023)

Based on the data in table 11. Then the multiple regression equation in this study is as follows:
$$Y= 13.155 +0.059 X1+0.433 X2 + e$$

Based on the multiple linear regression equation, it can be concluded that:
a. Based on the results of the multiple linear regression test in the table above, it can be seen that the constant value of the coefficienta equal to the coefficient constant is positive. With this in mind, it can be interpreted that if all the independent variables in this study, including the Variables of Leadership and Work Motivation, are constant or have a zero value, then the level of employee performance is 13.155.
b. The regression coefficient of the Leadership Variable is as large as indicating that for every increase in leadership by one unit, the employee's performance will increase by 0.059 assuming that other variables are constant.

c. The regression coefficient of the employee performance variable is as large as indicating that for every increase in work motivation of 0.433 one unit, the employee's performance will increase by assuming that the other variables are constant.

The Effect of Leadership Variables on Employee Performance

Based on the research results the Leadership Variable (X1) has a t count of 2.021 while a t table of 1.997 and a sig value of 0.040. This shows that t count > t table (2.021 > 1.997) and a sig value of 0.040 <0.05) or in other words H1 is accepted, which means that leadership has a significant effect on employee performance.

The results of this study are in line with research conducted by Adri Agustiningrum Dyah Indrawati (2012: 1) which shows that the results are positive and significant between leadership style and employee performance. By showing that the better the leadership style that is owned, the better the performance of employees at the Selayar Islands Regency Population and Civil Registration Office in the future.

Based on the results of the analysis of the distribution of respondents' answers, it shows that the answer with the highest score on the Leadership Style variable has an indicator of motivating ability in the fourth question, namely "Leaders are able to provide inspiration and solve problems", with a score of 284. This shows that leaders provide inspiration and solve problems at the Department of Population and Civil Registration of the Selayar Islands Regency, it is still well maintained.

The results of this study indicate that authority style influences the exercise of representation due to several factors, for example, critical thinking skills, inspirational capacity, correspondence capacity, capacity and controlling subordinates.

The Effect of Work Motivation Variable on Employee Performance

Has a t count of 4.976 while a t table of 1.997 and a sig value of 0.00. This shows that t count > t table (4.976 > 1.997 and a sig value of 0.00 <0.05 or in other words H2 is accepted which means that Work Motivation has a significant effect on Employee Performance.

The results of this study are in line with research conducted by Bryan Johannes Tampi (2014), showing that the results are positive and significant between work motivation and employee performance. By showing that the more work motivation they get, the better the performance of employees at the Selayar Islands Regency Population and Civil Registration Office in the future.

Based on the results of the respondents' answers, it shows that the answer with the highest score on the Work Motivation Variable is an indicator of the ability to motivate the fifth question, namely "In raise rank oru follow education and training advanced by the leader to outstanding supervisors , motivating For Work more good with a score of 273. This shows that with work motivation, when getting achievements in performance, employees will work optimally again in accordance with their duties at the Selayar Islands Regency Population and Civil Registration Office in the future.

While the results of this study are different from research conducted by the beautiful Caroline Inaray (2016: 469) shows that work motivation has no significant effect on employee performance. In this case, the research explains that the leader's expertise is needed in motivating his subordinates to be able to work in accordance with the directions given.

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The Effect of Leadership Variables and Performance Motivation on Employee Performance

The results show that leadership and work motivation have a simultaneous effect on employee performance. This is evidenced by the calculated f value of 12.055. This value is greater than the f table (12.055 > 3.14) which is calculated using the formula F=2; 67-2(64) = 3.144. The significant value in the F test is 0.00 which indicates that the value is less than 0.05 (0.00 <0.05). The calculated f value is greater than the f table and the significant value is less than 0.05, it can be concluded that Leadership Style and Work Motivation simultaneously affect Employee Performance.

Conclusion

Based on the results of the previous research and discussion, the conclusions from this study are:

1. Leadership style has a positive and significant effect on employee performance. By showing that the better the Leadership Style one has, the better the performance of employees at the Selayar Islands Regency Population and Civil Registration Office in the future.
2. Motivation Work influential positive And significant to   employee   performance.   By showing that with work motivation, when getting achievements in performance, employees will work optimally again in accordance with their duties at the Selayar Islands Regency Population and Civil Registration Office in the future.
3. Leadership Style and Work Motivation simultaneously (together) affect Employee Performance. The more optimal the leadership style and work motivation, the better the performance of employees at the Office of the Population and Civil Registration Office of the Selayar Islands Regency.

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