



The Influence of Leadership, Communication and Collaboration on the Performance of Members of the New Indonesian Generation (Genbi) Solo Utp Surakarta Commissariat

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ABSTRACT

The aim of this research is to determine the influence of communication, teamwork and leadership on the work of GenBI Solo employees, UTP Surakarta Commissariat, both directly and indirectly. This research is a quantitative analysis and the respondents of this research are members of the GenBI Solo UTP Surakarta Commissariat with a total of 33 samples from a population of 50. The sample used in this research is a non-probability sampling technique which involves selecting a voluntary sample of respondents. This type of research uses descriptive quantitative analysis with data collection techniques using interviews and questionnaires conducted with participants. The results of this research show that the indicators of the influence of leadership, communication, and cooperation greatly influence the performance of GenBI Solo Members, UTP Surakarta Commissariat.

INTRODUCTION

For individuals, organizations are a means of cooperation and teamwork to achieve common goals. Globalization forces organizations to face various challenges and be willing to participate in the globalization process so that they can compete both now and in the future. Every organization aims to be flexible in various situations. An important component of an organization is human resources. Human potential can be interpreted as every individual working in an organizational environment. It can also be interpreted as non-material potential as an element and function in an organization which can ultimately become its underlying potential (Shobirin & Siharis, 2022). The life cycle of an organization involves many factors that need to be considered so that the organization can continue to grow and function professionally and appropriately (Adiyani et al., 2021).

GenBI Commissariat Tunas Pembangunan University Surakarta is a community of Bank Indonesia scholarship recipients whose mission is to foster a sense of family and community. As well as having a vision of upholding the value of discipline and building the character of being responsible, creative, innovative, and maintaining harmony between members. Individuals have very important responsibilities in organizations. The success or failure of an organization depends on the ability of its members to carry out the tasks assigned (Efrina, 2022). Organizations need human resources (HR) who are able to manage work schedules and are able to compete with other organizations (Fadli & Hasanudin, 2021) Human resources who have good quality and performance will make a significant contribution to the success of the organization.

Leadership has a positive and significant influence on members' work lives. This refers to the need for a GenBI Solo UTP Surakarta Commissariat leader who is competent and able to increase the productivity of his team members. Naturally, strong leaders can run an organization calmly and effectively, and set a positive example for their subordinates. This will cause members to have more motivation to work harder and produce the best possible work results (Wahyudi et al., 2022). An interactive leader can influence his members to be more optimistic, self-aware, and committed to the goals and mission of the organization. This is a consequence that every member of the GenBI Solo UTP Surakarta Commissariat must give serious consideration to integrating, empowering and utilizing all members in order to achieve organizational stability and productivity growth that is focused on organizational goals (Ramadhani & Rafi' Athallah, 2021).

Apart from leadership, organizational communication is related to flexible and all-encompassing conditions and situations. As we all know, poor communication will only hinder work performance because information regarding work cannot be provided clearly and effectively. (Putri et al., 2023) A dysfunctional communication system can also cause conflict within an organization due to prolonged emotional reactions, making interpersonal or personal relationships very complicated and often resulting in dysfunctional communication. As a result, organizations often experience difficulty in

providing accurate information which ultimately leads to disputes. However, communication is facilitated by the media and other parties involved at the point of communication. Differences of opinion and conflict often arise between the parties involved in communication, resulting in communication becoming shaky and ineffective (Dalimunthe et al., 2022). Effective communication will produce a safe and transparent work environment. If communication is carried out well, the organization will become more developed and unified, and its members will be more firm and committed to improving the organization that has been formed and producing good results from various sources (Hermawan & Adiyani, 2022).

Collaboration processes and strategies are designed to fulfill the organization's mission. As a general rule, collaboration is a creative way of working that requires effective communication and the ability to resolve problems as they arise cooperatively. Strong workers can provide efficient work so that members can implement predetermined organizational goals (Arafah & Petingko, 2023). Members respond more creatively and innovatively when they are given flexibility and understanding, as well as supportive guidance. This encourages them to contribute more and helps them in the collaborative process in overcoming work obstacles (Wijiastuti et al., 2021).

LITERATURE REVIEW

Leadership

A leader's ability to show respect for others or followers. A process carried out by each individual to influence other people so that organizational goals can be achieved is called leadership. In exercising their power, leaders must be able to manage effectively and adapt to any restrictions imposed by the relevant organization (Saputra et al., 2021). What is meant by "leadership" is the leadership strategy or theory applied by people who we usually call leaders. A leader is a person with strong leadership qualities who uses his influence to motivate other people to complete the majority of their work to achieve goals (Talo, 2022). One way for leaders to strengthen and improve teamwork is to establish strong relationships so that they can work together effectively and efficiently to achieve organizational goals (Marwiyah & Santoso, 2022). Leaders need to foster members' creativity by providing support to generate new ideas, providing guidance on each idea, and generating intrinsic motivation to increase members' productivity. (Widodo et al., 2023) Leaders who are able to communicate their vision and mission to the community will become role models and can be trusted. In addition, leaders will serve as mentors who can inspire their members to continue working and become more innovative (Sudiyani et al., 2021). It can be clearly stated that leadership is a way that is established and practiced to influence individuals or groups so that they can work together to achieve organizational or business goals. When managing a team, a leader needs to have a leadership style that is aligned with the team's goals (Ningrum et al., 2023).

Communication

Communication is the most important aspect in organizations, so communication within organizations with all its theories becomes a crucial aspect in organizations. When there is a change in the interaction system within an organization, communication will become more important in helping the organization to achieve its goals. Communication skills are the most important thing that must be possessed so that a leader is able to carry out his duties. The plans that an organization will make are very important, but effective communication can actually make the process of implementing these plans easier (Julianto & Carnarez, 2021). Communication has a very strong bond with the public, making it a very important component in an organization. A good communication strategy will definitely have a positive impact on the work of every employee because effective communication is very important in every operational situation. Therefore, implementing effective communication strategies can have a positive impact on employees and increase member morale (Rokhayati et al., 2022).

Cooperation

The action that we must build between members is team cooperation. An organization must have the same goals because we must work together to achieve them. This incident occurred due to poor teamwork between members in one department, as well as not being careful in holding hands with each other, which caused problems for other members (Hidayat, n.d.). Compared to working independently, collaboration will produce more effective and efficient work. Everyone in the group ultimately works together to form a very strong synergy. Additionally, a specific group of people come together to communicate, exchange ideas, and strengthen the understanding gained from a given task due to the negative impact of the previous stage that undermined trust. There are several factors that make someone feel more comfortable in an organization, such as the ability to provide the full attention needed by two people or the ability to work more seriously. Provide significant contributions to the agency's task management tasks. Teams can help effectively (Jaenab et al., 2023).

Performance

Performance is the work result achieved by an individual or group in an organization, according to the understanding and willingness of each employee to carry out their formal duties as a manager in order to achieve organizational goals based on existing regulations and standards without violating existing regulations. In addition, work performance can be defined as the quality and quantity of work carried out by each individual to achieve certain goals (Kurniati & Rojuaniah, 2023). Performance is the result of a process that needs to be carried out and evaluated within a certain period of time based on previous performance or understanding. Individual work is a branch of organizational work that is greatly influenced by individual characteristics, individual motivation, individual guidance, and managerial actions regarding the achievement of individual work results (Andarias & Lutfi, 2021). The work

environment of employees in an organization allows them to perform all tasks that are considered challenging. Tasks are usually created using performance indicators that are considered relevant to the workplace (Lotu et al., 2022).

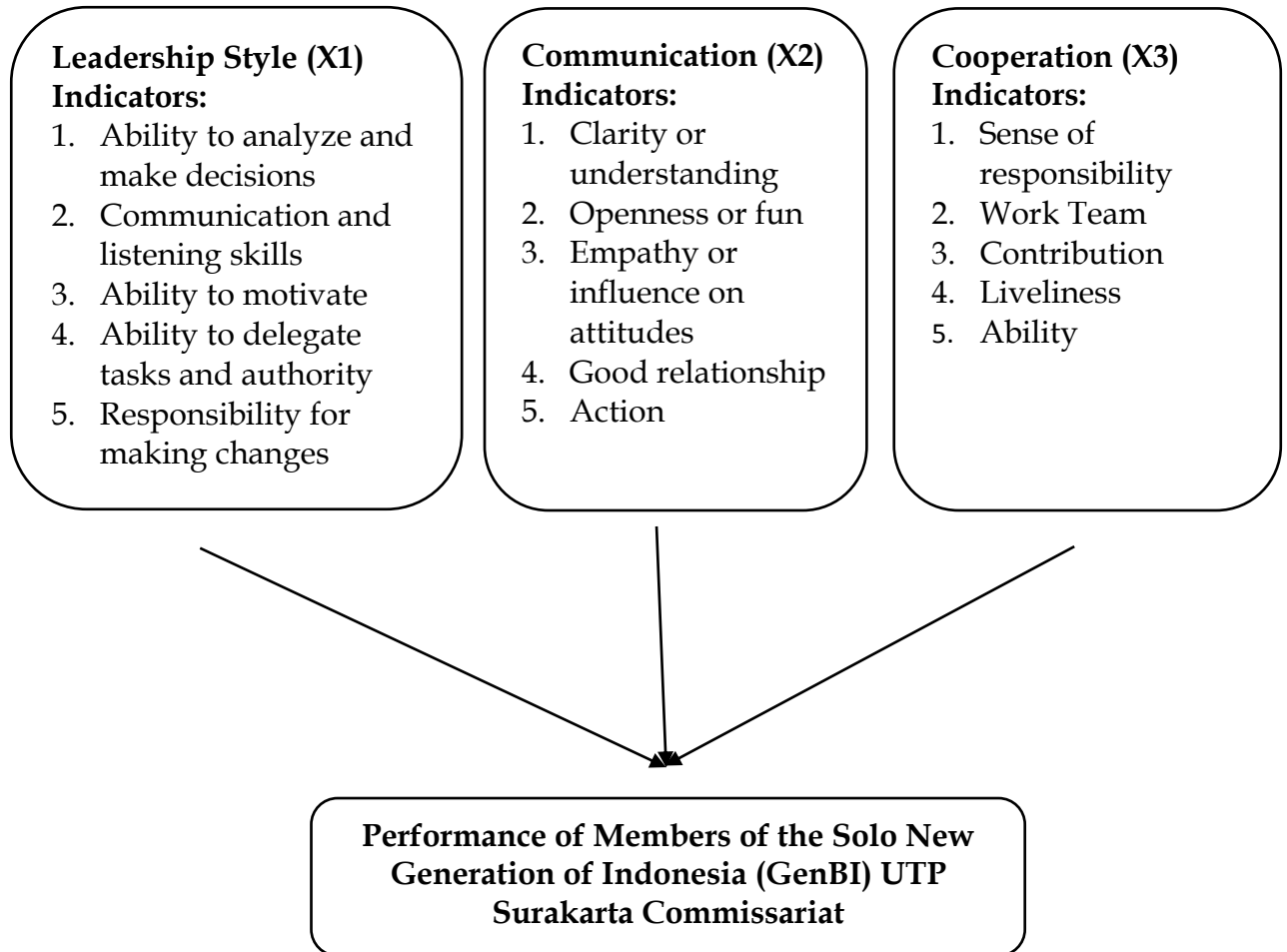


Figure 1. Conceptual Framework

METHODOLOGY

The methodology in this research uses a quantitative descriptive analytical approach with data collection techniques using interviews and questionnaires, distributed online and slowly and silently with the participants. This research was conducted by collecting data from participant observation to understand the phenomenon that is occurring. This approach aims to determine the influence of leadership, communication and cooperation on the performance of members of the Solo New Generation of Indonesia (GenBI) UTP Surakarta Commissariat.

The population and sample in this research are members of the Indonesian New Generation (GenBI) Solo UTP Surakarta Commissariat in 2023. The population of this research is 50 students, consisting of 14 students from the Faculty of Economics and Business, 23 students from the Faculty of

Engineering, 6 students from the Faculty of Agriculture, and 7 student at the Faculty of Teacher Training and Education. Where these students are community recipients of Bank Indonesia scholarships for 1 (one) year. The data collection technique used in this research is called non-probability sampling. Non-probability sampling is usually associated with qualitative and quantitative research designs. In line with this, case studies tend to focus on small sample sizes and are intended to be used to analyze real-world phenomena rather than making statistical conclusions based on larger sample sizes (Yin, 2003). The sample size or case study does not need to be representative or random, instead clear guidelines are needed to include several case studies or individual cases compared to other cases (Anggraini & Oktavia, 2022).

This sampling was carried out using a sampling technique. The technique for collecting sample data from respondents is collecting data using online surveys or questionnaires which can be accessed from anywhere. In determining the sample, all members of the Indonesian New Generation (GenBI) Solo UTP Surakarta Commissariat in 2023 are required to fill out the questionnaire that has been distributed.

Primary data and secondary data are data analysis methods in this research. Primary data refers to information obtained directly from respondents using open questions and closed surveys. The primary data needed is to be able to determine the influence of leadership, communication and cooperation on the performance of members of the Solo New Generation of Indonesia (GenBI) UTP Surakarta Commissariat. Secondary data is information provided by principal researchers/reports, literature, and data information by the local government. As general data about the condition of the research location, it includes geographic conditions, demographics and other data.

RESULT

Linear Regression Analysis

Table 1. Linear Regression Analysis Results

Coefficients						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	-1.825	2.082		-.877	.388
	X1	.324	.132	.263	2.453	.020
	X2	.670	.101	.680	6.639	.000
	X3	.069	.113	.070	.608	.548
a. Dependent Variable: Y						

According to this table, it can be concluded that the linear regression equation that reflects the relationship with the variables in this research is as follows:

$$Y = -1.825 + 0.132 X_1 + 0.101 X_2 + 0.113 X_3 + e$$

From the multiple linear regression equation above, it shows that:

- The constant value = -1.825 is negative, if the variable value of Leadership (X1), Communication (X2), and Collaboration (X3) is considered non-existent, then the Management Performance value decreases, namely -1.825.
- The Leadership regression coefficient (X1) value of 0.132 is positive, meaning that member performance has a significant influence on leadership.
- The communication regression coefficient (X2) value of 0.101 is positive, meaning that the more members' performance has a significant effect on communication.
- The Communication regression coefficient (X3) value of 0.113 is positive, meaning that member performance has a significant influence on leadership.

F Test

Table 2. F Test Results

ANOVA ^a						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	157.471	3	52.490	53.586	.000 ^b
	Residual	28.407	29	.980		
	Total	185.879	32			
a. Dependent Variable: Y						
b. Predictors: (Constant), X3, X2, X1						

The table shows that the results of the model feasibility test obtained an F-count value of 53.586 with a significance level of 0.000 (< 0.05). This result means that the model used is feasible or appropriate.

T Test

Table 3. T Test Results

Coefficients						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	-1.825	2.082		-.877	.388
	X1	.324	.132	.263	2.453	.020
	X2	.670	.101	.680	6.639	.000
	X3	.069	.113	.070	.608	.548
a. Dependent Variable: Y						

- a) Hypothesis Testing 1
Leadership Hypothesis (X1) on Employee Work (Y). Based on the complete calculation results, a positive t value was obtained of 2.453 with a significant value of $0.020 < 0.05$.
- b) Hypothesis Testing 2
Communication Hypothesis (X2) on Employee Workload (Y). Based on the complete calculation results, a positive t value was obtained of 6.639 with a significant value of $0.00 < 0.05$.
- c) Hypothesis Testing 3
Collaboration Hypothesis (X3) on member performance (Y). Based on the complete calculation results, a positive t value was obtained of 0.608, but an insignificant result of $0.548 < 0.05$ was obtained.

Determination

Table 4. Determination Test Results

Model Summary					
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.920 ^a	.847	.831	.990	1.877
a. Predictors: (Constant), X3, X2, X1					
b. Dependent Variable: Y					

Based on the table, it shows that the coefficient of determination test results obtained a value (Adjusted R Square) of 0.831, which means that 83.1% of management performance is influenced by leadership, communication and cooperation, while the remaining 16.9% is influenced by other variables outside the model studied.

DISCUSSION

Leadership on Performance

Based on the data results, 33 respondents realized that leadership could influence the activeness of GenBI Solo members, UTP Surakarta Commissariat in carrying out their duties. Where the Leaders at GenBI Solo UTP themselves have an important role in encouraging, influencing and inviting all their members to play an active role in improving their performance. The results of the research show that the tsig value is 0.020, thus Ho is rejected and Ha is accepted, which means that variable

Communication on Performance

Based on the data results, 33 respondents realized that communication could influence the performance of GenBI Solo members, UTP Surakarta Commissariat in carrying out their duties. Where communication is also one of the most important parts in the smooth running of the GenBI Solo UTP organization because communication is able to create good relationships between members, lighten the atmosphere so that it is not awkward, and can influence the attitudes of other members in working. The results of the research show that the t_{sig} value is 0.000, thus H₀ is rejected and H_a is accepted, which means that the variable

Collaboration on Performance

Based on the data obtained, 33 respondents stated that the more successful teamwork, working with a team that is having problems will increase productivity. Good teamwork will provide positive energy and greatly determine the happiness of the work effort, which may have a negative impact on individual productivity. The research findings show that the t_{sig} value is approximately 0.548 with H₀ withdrawn and H_a canceled, which means that variable X₃ has no effect on the performance of GenBI Solo members, UTP Surakarta Commissariat.

CONCLUSION AND RECOMMENDATION

1. Leadership style (X₁) influences the performance of members (Y) of GenBI Solo UTP Surakarta Commissariat with a t_{sig} value of 0.020, thus H₀ is rejected and H_a is accepted, which means that variable X₁ influences management performance (Y).
2. Communication (X₂) on Member Performance (Y) GenBI Solo UTP Surakarta Commissariat with a t_{sig} value of 0.000, thus H₀ is rejected and H_a is accepted, which means that variable X₂ influences Management Performance (Y)
3. Collaboration (X₃) influences the Performance of Members (Y) of GenBI Solo UTP Surakarta Commissariat with a t_{sig} value of 0.548, thus H₀ is accepted and H_a is rejected, which means that variable X₃ has no effect on Management Performance (Y).
4. Leadership, Communication and Collaboration influence management performance with a value of F_{sig} < α where F_{sig} is 0.000.

ADVANCED RESEARCH

(Febrianto, 2021) with the title "Factors that influence leadership and team collaboration: leadership, effective communication, team leadership approaches, and team effectiveness (a literary review of applied management science)". The results of this literature review article are: 1) Leadership influences Team Collaboration; 2) Effective Communication influences

Leadership and Team Collaboration; 3) The leadership approach has an influence on teamwork; and 4) Team Effectiveness.

(Kurniansyah, 2021) conducted research entitled "The Influence of Leadership Strategy, Teamwork and Work Motivation on Employee Performance (Case study at PT.Satria Nusantara Jaya)". The purpose of this research is to determine the simultaneous and partial influence of leadership strategies, teamwork and work motivation on employee performance at PT. Satria Nusantara Jaya). This company operates in the real estate sector. This research method uses multiple linear regression analysis techniques. The population in this study were all employees who worked at PT. Satria Nusantara Jaya, so the sample obtained from the Slovin formula calculation was 133 respondents. The sampling technique used was random sampling technique. The data analysis tools used in this research are validity test, reliability test, classical assumption test, multiple linear regression test, coefficient of determination, t test and F test. The results of this research show that Leadership Strategy, Teamwork and Work Motivation are simultaneous and partial has a significant influence on employee performance at PT. Satria Nusantara Jaya).

(Rimawati et al., 2022) With the title "The Influence of Leadership Style, Communication and Teamwork on Employee Performance (Study at PT. Jawa Bangun Persada Karangploso Malang)". The results of this research are that there is a simultaneous influence between the Leadership Style, Communication and Teamwork variables on Employee Performance in research at PT Jawa Bangun Persada Karangploso Malang. There is a partial influence between Leadership Style, Communication and Teamwork in the Study of Employee Performance at PT. Champion of Building Persada Karangploso Malang.

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