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The Influence of Leadership, Organizational Culture and Motivation on Employee Performance in the Regional Representative Council of Lahat District

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ABSTRACT

In the current era of globalization, competition between organizations is becoming increasingly high so that every organization is required to always be ready to face changes that will occur and improve related matters so that they can continue to survive and develop. The method in this research uses a quantitative type of research in measuring the strength between independent variables and dependent variables in a population. Quantitative methods are a form of research that is based on systematically collecting data about the subject under study to combine related variables. Based on the analysis above, several conclusions can be drawn based on the research results, it is known that organizational culture has a positive and significant influence on employee performance. Leadership does not have a significant influence on performance. Motivation has a positive and significant influence on employee performance. And the influence of organizational culture, leadership and motivation has a positive and significant influence on employee performance

INTRODUCTION

In the current era of globalization, competition between organizations is becoming increasingly high so that every organization is required to always be ready to face changes that will occur and improve related matters so that they can continue to survive and develop. The things that must be prepared are all aspects of the company, especially the human resources aspect. Because human resources are one of the most important factors so they need special handling and treatment in addition to other factors. The role of human resources is as the subject of implementing policies and operational activities within the company so that they run according to plan and ensure whether the company's goals can be achieved or not. Human resources are a production factor that has a dominant influence on other production factors such as machines, capital, materials, and methods or methods. Therefore, organizations are required to manage their human resources well for the survival and progress of the organization. Thus, success in an organization's operational processes is largely determined by the quality of existing human resources, in this case employees.

Human resources have an important position in efforts to achieve organizational goals that have been planned to maintain and improve prosperity. Prosperity will be realized when managed. Human resources have been carried out optimally. Every organization that carries out its activities based on resources will make it easier to achieve organizational goals. One of them is improving employee performance. Performance issues will always be related to processes, effectiveness and results that can be measured in terms of quality and quantity obtained by an employee in carrying out his duties in accordance with the responsibilities given to him.

Along with changes in approaches to leadership concepts which are influenced by the dynamics of organizational life today, the dimensions of power possessed by a leader in realizing the effectiveness of achieving organizational goals, the extent to which a leader has influence on his organization is growing. Good leadership is needed by a leader to influence and direct subordinates so that employees become comfortable at work and their performance

increases so that organizational goals are achieved (Zein Ghozali, 2023).

In carrying out his leadership function, a leader needs to pay attention to leadership style because leadership style has an important role in influencing the way employees perform, the appearance of leadership style will have a positive or negative impact on the performance of the employees they lead. Because leadership is an aspirational force, a force of enthusiasm, and a creative moral force that is able to influence someone to change attitudes, so that they can work according to leadership (Tulip, 2020).

Achieving organizational goals through good performance can start from individual changes which will later spread to group changes. Changes should be carried out first by a leader, because leaders are role models in the organization. A good leader is a leader who not only leads, but is also able to move his organization to change. In reality, the performance of an organization is determined by leadership and organizational culture or existing understandings such as norms, attitudes and beliefs developed in the organization. The goals of a company or organization are important, for this reason every company must pay attention to the existing leadership and organizational culture (Ravi Agista Hadi Pradana, 2023).

Performance is the work results achieved by a person in carrying out the tasks assigned to him which are based on experience, skills, seriousness and time. This performance is a combination of three important factors, namely tasks and roles as well as a person's level of motivation. Employee performance really determines the progress of a company because performance is an important thing in the organization's efforts to achieve its goals. If employees have good performance, this will certainly have a beneficial impact on the organization, and vice versa, if employee performance is low, the organization will experience difficulties and losses in achieving the goals set by the organization.

Improving employee performance is a process that involves various aspects, starting from effective communication between management and employees, developing skills, providing constructive feedback, to creating a positive and supportive work culture. One important step is to ensure that there is an open and clear

communication channel between superiors and employees, so that expectations, feedback and support for performance can be conveyed well. In addition, investment in employee training and skills development is also very important. This includes various types of training such as technical, leadership and soft skills which can help employees improve their competence in carrying out their duties. By providing opportunities for career development, employees will feel supported and motivated to achieve their maximum potential. Providing regular, regular and constructive feedback is also a key factor in improving employee performance. Feedback that is provided clearly and supportively helps employees understand their strengths and areas for development, so they can make the necessary changes to improve performance. Apart from that, support for employees' work-life balance is also very important in maintaining their mental and physical health (Rizki et al., 2024a).

The Lahat Regency Regional People's Representative Council Office is one of the government agencies that assists the non-profit activities of members of the Lahat Regency Regional People's Representative Council. The main task is the most suitable task for a position or organization. The main duties provide an overview of the scope of the position. The function of the Lahat Regency DPRD is the embodiment of governmental tasks in certain fields which are carried out in order to achieve national development goals. An organization carries out functions in order to carry out its main tasks. Main tasks and functions are the main targets or work assigned to the organization to achieve and carry out.

Based on the author's observations at the office of the Regional People's Representative Council of Lahat Regency where the author sees that the performance of employees is still low in carrying out work, this can be seen from the existence of several employees who are unable to complete work on time, in addition to the existence of several employees who often do not arrive on time. . Organizations can provide flexibility in work schedules, support for health programs, and other wellness programs to create a balanced work environment and support employee performance. Recognition for good performance should not be overlooked either. Formal awards such as

promotions or bonuses, as well as informal recognition such as public praise or appreciation, can provide additional motivation for employees to continue to provide optimal performance.

The primary characteristics in organizational culture are essentially innovation and risk taking, the extent to which employees are encouraged to be innovative and take risks, employees are expected to demonstrate the techniques and processes used to achieve goal results, people orientation, the extent to which management decisions take into account the impact of results on someone within the organization , team orientation the extent to which activities are organized on a team basis rather than on an individual basis, aggressiveness the extent to which people are aggressive and competitive the extent to which organizational activities emphasize maintaining status rather than growth. Organizational culture has a character whose implementation supports the achievement of organizational goals. This characteristic is the main characteristic of organizational culture which cannot be separated from one another and also applies to all types of organizations, whether service or product oriented

The Indonesian state divides government administration based on the division of authority between the central government and regional governments. This is done to make it easier for the central government to carry out its performance, besides considering that Indonesia is a country that has regions which include several provinces, districts and cities. In its development, it is not only private organizations that experience this, but also government organizations. One of them is the Lahat Regency Regional People's Representative Council. The Lahat Regency Regional People's Representative Council is a unicameral legislative institution which is a working partner of the Lahat Regency government. The Lahat Regency DPRD is a people's representative institution that is directly elected in legislative general elections every five years, consisting of 40 people's representatives elected from 5 electoral districts. A government system is a system used by a country to manage and regulate its country. The Regional People's Representative Council (DPRD) is a regional people's representative institution whose position is as an element of regional government administration in provinces, districts and cities in

Indonesia. And each Head of Office can implement different policies in an effort to achieve success.

The policy itself will definitely form different types of leadership considering the important role of the Lahat district DPRD in the process of making and supervising the implementation of regional regulations, which is considered not optimal and needs to be improved. In order to achieve agency goals, every government agency will always try to improve the performance of its employees, with the hope that the government agency's goals can be achieved. In the relationship between leaders and subordinates, the match between the leadership brought by the leader and the expectations of the employees will certainly work better. In reality, every employee is not only controlled by economic motives. Apart from large wages and salaries, there are also other factors that can provide satisfaction and motivate employee work.

In managing organizational culture, leaders and managers have a very important role. They are responsible for establishing, communicating, and maintaining the desired organizational culture. This is done through policies, programs and actions that support the values, norms and beliefs desired by the organization. Apart from that, the active involvement of organizational members in understanding and implementing organizational culture is also the key to success in creating a harmonious and productive work environment. In the increasingly complex context of globalization and diversity, organizational culture is also a means of creating inclusivity and respecting differences.

Motivation drives a person to carry out an activity to obtain the best results. Therefore, it is not surprising that employees who have high work motivation usually have high performance as well. For this reason, it needs to be improved so that employees can produce good performance. From the results of observations of some of the Lahat Regency DPRD employees, there are still low levels of staff where the quality of the employees is a concern in improving them to achieve maximum work goals. The work motivation of Lahat Regency DPRD employees is still not optimal, so it appears that employee performance has not been able to carry out their main duties and functions well in supporting the implementation of Lahat Regency DPRD functions. Lack of employees participating in developing competencies, inadequate facilities,

rewards that are not felt evenly are some of the reasons for the lack of targeted motivation given by organizational leaders to their employees so that it can influence employee performance in achieving organizational goals. Therefore, the importance of employee competency needs to be increased further so that employee performance is higher and more motivated.

There is an increase in employee performance in carrying out their work responsibilities which is supported by the influence of leadership style. Apart from that, to be able to create employees who have high performance, one aspect that is no less important to pay attention to is the issue of work motivation. The phenomenon that occurs is that there is still a lack of motivation from superiors to employees. Where a leader's leadership and the motivation given by the leader to his subordinates greatly influence the performance of subordinates, in this case employees. Good performance from subordinates can be obtained from these two things in completing one's tasks or work and is an important thing in the company's efforts to achieve organizational goals. From the discussion above, researchers are interested in analyzing "The Influence of Leadership, Organizational Culture and Motivation on Employee Performance in the Regional People's Representative Council of Lahat Regency".

METHODS

The method in this research uses a quantitative type of research in measuring the strength between independent variables and dependent variables in a population. Quantitative methods are a form of research that is based on systematically collecting data about the subject under study to combine related variables.

The data source used is primary data with a questionnaire data collection method. Primary data is data obtained directly from the source. The primary data used was collected by providing a questionnaire filled out by employees of the Lahat Regency Regional People's Representative Council.

RESULTS AND DISCUSSION

This research uses primary data, namely primary data obtained by distributing questionnaires to employees of the Lahat Regency Regional People's Representative Council. The questions on the questionnaire must relate to leadership variables, organizational culture, employee motivation and performance. The sample in this study amounted to 77 respondents. Next, the

researcher will describe the results of the questionnaire data obtained from Lahat Regency DPRD employees.

Age Characteristics of Respondents

In the age characteristics of respondents, researchers categorized them into 4, namely, 20-30 years, 31-40 years, 41-50 years and more than 50 years, which can be seen in the following picture:

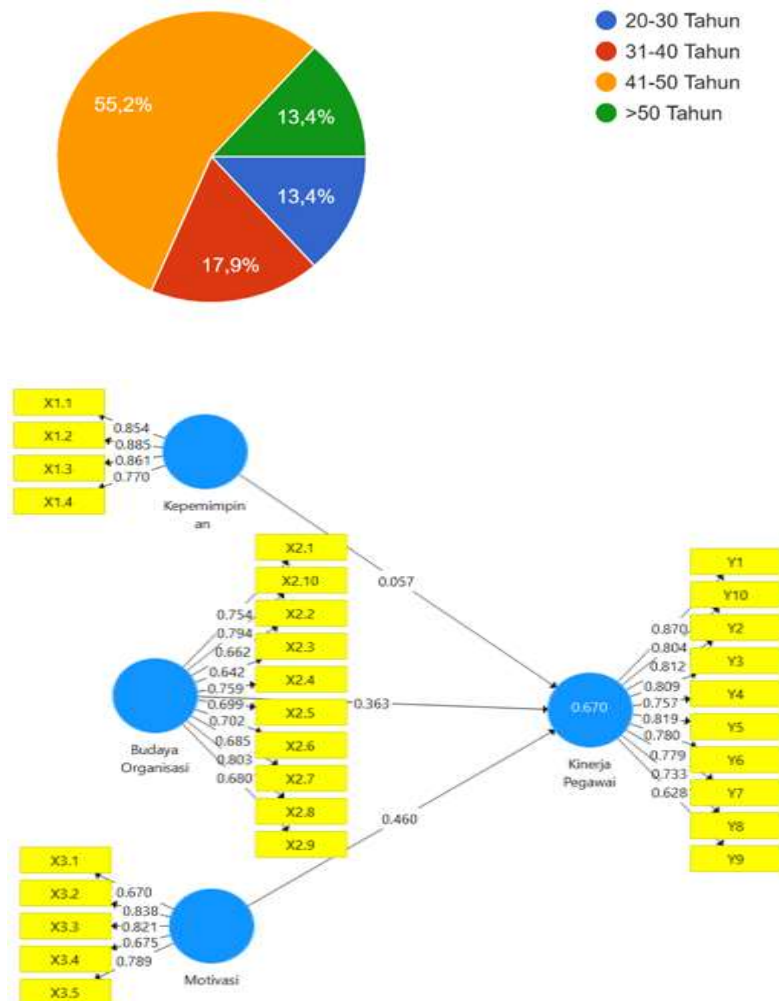


Figure 1. Age Characteristic of Responden

Figure 2. Age Criteria for Lahat DPRD

The picture above explains the age criteria for Lahat DPRD employees. The most common age criteria are 41-50 years, as many as 37 people (55.2%), for those aged 31-50 years, there are 10 (17.9%) people, while for those aged 20-30 years and over 50 years there are 9 people (13.4%). This means that the dominant Lahat DPRD employees are mostly aged 41-50 years.

Respondent's Educational Characteristics

Regarding educational characteristics, researchers categorize education into five sections, namely high school, diploma, bachelor's degree, master's degree, and doctoral degree, which can be seen in the following picture:

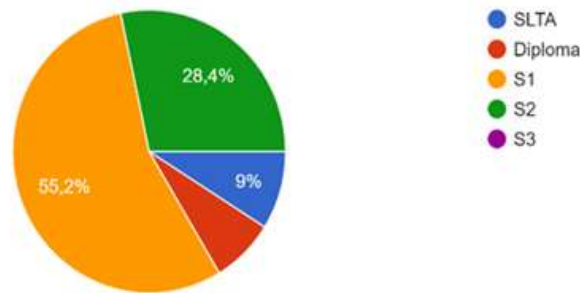


Figure 3. Last Educational Criterion

The picture explains that the last educational criterion that dominates undergraduate education is 37 people (55.2%). Meanwhile, only 6 people had high school education (9%), 19 people had postgraduate education (28%), only 5 people had diploma education (7.5%), and finally there was no doctoral education. It can be concluded that the majority of Lahat DPRD employees have a bachelor's degree.

Outer Model

Outer model analysis was carried out to describe the relationship between the indicator blocks and the latent variables. In this research, to test the outer model, there are 3 measures in the external model, namely convergent validity, discriminant validity and composite reliability.

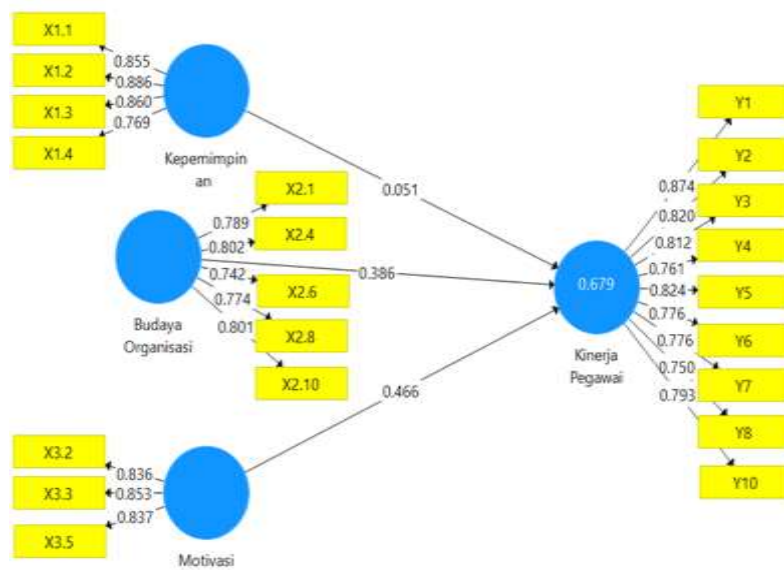


Figure 4. Image Model Before Outering

The Influence of Leadership on Employee Performance

Based on the results of the analysis that has been carried out on the influence of leadership on employee performance, it shows a P Value >0.05 , which means that the influence of leadership does not have a significant influence on employee performance (AM et al., 2022, 2023; Am & Setiawati, 2023). This can be seen from the T Statistics results of 0.398 and the P Value of 0.691. It can be concluded that Hypothesis 2 (H2) is rejected.

The results of this research are in line with research conducted by (Budi, 2023). The results of the research concluded that leadership does not have a significant influence on performance. Therefore, good leadership is needed to create good performance for employees to achieve progress for an organization

The Effect of Motivation on Employee Performance

Based on the results of the analysis carried out on the influence of motivation on performance, it shows that the P value is <0.05 , which means that the influence of motivation has a positive and significant influence on employee performance. This can be seen from the T statistic of 3.682 and the P value of 0.000. it can be concluded that Hypothesis 3 (H3) is accepted.

The results of this research are in line with research (Muhammad Arif Susilo, 2023) where the results of his research concluded that motivation has a positive and significant influence on employee performance. This clearly indicates that high work motivation can influence increased employee performance. Work motivation is one of the supporting factors in generating good performance from employees.

The Influence of Organizational Culture, Leadership and Motivation on Employee Performance

Based on the results of the analysis carried out on the influence of organizational culture, leadership and motivation on performance, it shows

a P value <0.05 , which means that the influence of organizational culture, leadership and motivation has a positive and significant influence on employee performance. This can be seen from the T statistic of 2.899 and the P value of 0.004. It can be concluded that hypothesis 4 (H4) is accepted.

This research is in line with research conducted by (Sri Langgeng Ratnasari, 2021) whose research results concluded that the influence of organizational culture, leadership and motivation has a positive and significant influence on employee performance. This shows that the better the organizational culture, leadership and motivation, the more employee performance will increase.

CONCLUSION

Based on the analysis above, several conclusions can be drawn based on the research results, it is known that organizational culture has a positive and significant influence on employee performance. Leadership does not have a significant influence on performance. Motivation has a positive and significant influence on employee performance. And the influence of organizational culture, leadership and motivation has a positive and significant influence on employee performance.

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