The Effect of Leadership Style on Employee Work Motivation at Kelurahan Siriwini Office, District of Nabire, Nabire Regency

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Abstract

Based on the results of data analysis obtained using a questionnaire instrument, interviews and direct observations in the field, it shows that the Leadership Style applied by the Siriwini Village Head has not been running as expected, especially in terms of decision making, employee work motivation has been going quite well. The problem is that employee discipline is still low. From these results it was concluded that the Village Chief, must be able to apply a leadership style that is adapted to the conditions of his subordinates and the work environment of the organization, so that employees can be motivated by a leadership style so that they can work more productively.

I. Introduction

Leadership is one of the determining factors in achieving organizational goals in general, including government organizations. So it is said that leadership is the key to the success of an organization. The leader is the holder of a central role in an organization and is the driving force for resources, tools, people and other materials in the organization. The importance of leadership in organizations, including government organizations, so in government organizations it takes a reliable leader to be able to make decisions towards achieving goals.

Thus the function of a leader or superior in an organization, including moving and controlling the behavior of employees who work in the organization. So that they can carry out activities well in order to achieve organizational goals. In order for such conditions to be achieved, an understanding of the need for leadership must be supplemented by an understanding of leadership styles. So, because of the importance of this leadership style on subordinates, it is necessary to apply the right style so that subordinates or followers really voluntarily and sincerely contribute all their abilities in achieving organizational goals.

Leadership style is a way used by a leader in influencing the behavior of others. Leadership style is a behavioral norm used by a person when that person tries to influence the behavior of others. Each of these styles has advantages and disadvantages. A leader will use a leadership style according to his abilities and personality. Every leader in giving attention to fostering, mobilizing and directing all potential employees in their environment has a different pattern from one another. The difference is caused by the different leadership styles of each leader. Conformity between leadership style, norms and organizational culture is seen as a key prerequisite for the successful achievement of organizational goals.

1.1 Formulation of the Problem

Therefore, the formulation of the problem in this paper are:

1. How is the leadership style on work motivation at the Siriwini Village Office?
2. What are the obstacles faced by the head of the sub-district in applying the leadership style to the work motivation of the siriwini sub-district employees?
3. Efforts made in order to increase the work motivation of the Siriwini sub-district employees?

1.2 Scope of Problem

Limiting the problem or limitation of scope is very important that the problem must be flexible in the sense that this problem must be answered through clear sources, not spending a lot of money, energy, and time, the scope will be limited to the following aspects. Employee Work Motivation at the Siriwini Village Office, Nabire District, Nabire Regency".

II. Review of Literature

Theory is a series of concepts, definitions and professions that are interrelated and aim to provide a systematic picture of a phenomenon (MMPapayongan, 1992: 56). To examine in depth problems related to the variables that will be used as reference material, the theoretical basis can be used as a reference in understanding and responding to the problems to be studied.

2.1 Leaders and Leadership
a. Definition of Leader

Leaders are the essence of management, this means that management will achieve its goals if there is a leader. Leadership can only be carried out by a leader. A leader is someone who has leadership skills, has the ability to influence the establishment/opinion of a person or group of people without asking the reasons. A leader is someone who actively makes plans, coordinates, conducts trials and leads work to achieve common goals.

Leaders are people who are known by and try to influence their followers to realize their vision (Wirawan, 2003: 65).

There are several definitions of leaders, (Robert Feldman, 2013: 1-2), among others.

1. A person who has skills and advantages (especially in one field), so that he is able to influence other people to jointly carry out certain activities in order to achieve one or several goals.
2. A person who leads by initiating social behavior by regulating, directing, organizing, or controlling the efforts/efforts of others, or through prestige, power or position (broad sense). One who guides, leads with the help of his persuasive qualities, voluntary acceptance by his followers in a simple perspective (Hendry Partt Fairchild).

b. Definition of Leadership

There are several definitions of leadership (Robert Feldman, 2013: 5-6), including:

1. Leadership is the art or technique of getting a group or people to follow and obey their wishes.
2. Activities influence people so that they will work together to achieve desired goals (Odway Tead).
3. Activities influence people so that they like to try to achieve group goals (George R. Terry).

c. Typology of Leadership
Types of Leadership that are widely recognized today are; (SP Siagian, 2010: (28-41).

1. Autocratic Type
An authoritarian leader will show various attitudes that highlight his "self", among others in the form of:
1. The tendency to treat subordinates the same as other tools in the organization, such as machines, thereby underestimating their worth and dignity.
2. Prioritizing orientation towards the implementation and completion of tasks without linking the implementation of the task to the interests and needs of subordinates.

2. Peternalist Type
The popularity of paternalistic leaders is determined by several factors, such as:
1. The strength of the primordial bond
2. "Extended family system"
3. Communalistic community life
4. The role of customs is very strong in social life.
5. It is still possible to have intimate personal relationships between a member of the community and other members of the community.

3. Charismatic Type
A charismatic leader is someone who is admired by many followers even though those followers cannot always explain in a concrete way why a particular person is admired.

4. Laissez Faire Type
It can be said that the perception of a Laissez Faire leader about his role as a leader revolves around his view that in general the organization will run smoothly by itself because the members of the organization consist of mature people who know what the goals of the organization are, what goals to be achieved, what tasks must be carried out by each member and a leader does not need to intervene too often in organizational life. Assuming that the members of the organization already know and are mature enough to obey the applicable game rules,

Starting from such organizational values, the attitude of a leader who is Laissex Faire in leading the organization and his subordinates is usually a permittive attitude, in the sense that members of the organization may act according to their beliefs and the promptings of their conscience as long as the common interest is maintained and organizational goals are achieved. With a permissive attitude, the behavior of a Laissez Faire leader tends to lead to behaviors that treat subordinates as co-workers, it's just that his presence as a leader is needed as a result of the organizational structure and hierarchy.

The leadership style used is such that:
1. Delegation of authority occurs extensively.
2. Decision making is left to lower leadership officials and to operational officers, except in certain cases that clearly require their direct involvement.
3. The organizational status quo is not compromised'
4. The growth and development of innovative and creative thinking and acting skills is left to the members of the organization concerned themselves.
5. As long as and as long as the members of the organization show adequate behavior and work performance, the intervention of the leadership in the course of the organization is at a minimum level.

5. Democratic Type

A democratic leader usually sees his role as coordinator and integrator of various elements and components of the organization so that it moves as a totality. In short, a democratic leader sees that in differences which are a fact of life, togetherness must be guaranteed.

In the case of taking action against subordinates who violate organizational discipline and work ethics that are mutually agreed upon, the approach is corrective and educative and not punitive, although punitive methods will be taken if other methods are no longer effective.

One of the important characteristics of a very positive democratic leader is that he is quick to show appreciation for his high-achieving subordinates. A democratic leader will be very proud if his subordinates show work skills that are even higher than their own abilities.

The leadership style used usually manifests in various ways, such as:

1. The view that no matter how large the resources and funds available to the organization, all of them in themselves do not mean anything unless used and utilized by humans in the organization for the sake of achieving the goals and objectives of the organization.
2. In organizational life it is impossible, unnecessary and even not all activities are carried out by the leadership themselves and therefore always strive for practical and realistic delegation of authority without losing organizational control.
3. Subordinates are actively involved in self-determination through their participation in the decision-making process.
4. Real sincerity in treating subordinates as social beings and individuals with distinctive characteristics and identities who have very complex needs ranging from material ones such as clothing, food and shelter, increasing to security needs, social needs, and recognition needs. status to needs that are mental and spiritual.
5. Efforts to obtain sincere recognition from subordinates for the leadership of the person concerned is based on proving the ability to lead an effective organization, not just because of the possession of formal authority based on his appointment.

2.2 Motivation

The term motivation comes from the Latin word movere which means to move or move. Motivation is also defined as a resource force that moves and controls human behavior. Motivation is an effort that can provide encouragement to someone to take a desired action, while motive is a person's driving force to act. Because a person's behavior tends to be goal-oriented and driven by desire to achieve certain goals. Motivation are drives that initiate a person's behaviour to act in a certain way. For someone to act either positively or negatively depend on incentives that is available (Takwate, 2021). Purwanto in Khairani (2020) which states that "motivation is a conscious effort to influence a person's behavior so that he moves his heart to act to do something so as to achieve certain results or goals". According to Mc Donald in motivation (Kompri in Irhamna, 2020) is a change in energy in a person's personality which is marked by the emergence of affective (feelings) and reactions to achieve goals, so that the emergence of motivation in individuals can be realized or not.

In the context of work, motivation is one of the important factors in encouraging an employee to work. Motivation is an individual's willingness to put forth a high effort to achieve organizational goals (Stephen.P. Robbins, 2001). There are three key elements in motivation, namely effort, organizational goals and needs. Effort is a measure of intensity. If someone is motivated then he will try his best to achieve the goal, but not necessarily high effort will result in high performance. Therefore, it takes the intensity and quality of these efforts and is focused on organizational goals. Needs are internal conditions that give rise to

drives, where unsatisfied needs will cause tensions that stimulate impulses from within the individual. This impulse gives rise to search behavior to find a specific goal. If it turns out that there is a need, there will be a reduction in voltage. Basically, motivated employees are in a state of tension and seek to reduce tension by expending effort. In general, high performance is associated with high motivation. On the contrary, low motivation is associated with low performance. A person's performance is sometimes not related to competence, because there are self and work environment factors that affect performance.

2.3 The Role of Work Motivation

An organization is a formal form and is a place where the system of cooperation is carried out in carrying out various activities to achieve the expected goals and objectives of the organization. In general, the expected goals and objectives can be achieved with growth and ensuring the survival of the organization itself. In order for organizational goals to be realized, the leadership must give serious attention to employees, as well as create a working condition that can increase their morale. This can be done, among others, by providing the right motivation. According to Berelson and A. Stainer in Organization and Motivation (1996: 95) Motivation is a mental state and human mental attitude that provides energy, encourage activities or movements that lead or channel behavior towards achieving needs that provide decisions or reduce imbalances.

People want to work to be able to meet the needs and desires (physical and mental) both conscious needs and unconscious needs. Everyone's needs are the same, for example, everyone needs to eat and drink, but everyone's desires are not the same, because they are influenced by tastes, habits and the environment. For example, someone likes to drink hot. Likewise in the work environment, leaders are also difficult to find out the needs and activities (wants) needed by subordinates from the results of their work. Therefore, a leader always tries to find the right way to motivate his employees.

What is the motivation for a leader to raise morale? Is it with firm words to enforce the rules, whether with his neat appearance, or with his intelligence! Apart from that, there are some attitudes of a leader that are often forgotten, namely the motivation to pay attention to their subordinates. It's so rare for a leader to take the time to approach a subordinate's workspace, if possible, what's wrong with it every time he comes to the office to do something like that.

The importance of motivation because motivation is the thing that causes, distributes, and supports human behavior so that they want to work hard and enthusiastically achieve optimal results.

Motivation is a complex problem in organizations, because the needs and desires of each member of the organization are different from one another. This is different because each member of an organization is a unit both biologically and psychologically, and develops on the basis of a different learning process.

According to Soemanto (1987) generally defines motivation as a change in energy which is characterized by effective encouragement and reactions to achieving goals. Because human behavior is always purposeful, we can conclude that a change in the energy that gives strength to behavior to achieve goals has occurred in a person.

From the description above, it can be concluded that motivation is an active energy that causes a change in a person which appears in psychological symptoms, feelings, and emotions so that it encourages individuals to act or do something because of a goal, need, or desire that must be satisfied.

III. Research Method

Based on the above understanding, research methods are procedures, methods and steps used in scientific research by collecting or collecting data so that they can be checked and tested for truth.

IV. Discussion

In leadership, there is a relationship between leaders and subordinates, especially subordinates who are imposed in the process of leading, its potential can be effective if motivated towards achieving goals. Therefore, related to this motivation, it can be said that leadership with various styles is important in motivating subordinates to work together in achieving goals. Leaders with various authorities have the goal of motivating their subordinates. Vice versa, subordinates with good leadership in the organization make them motivated and motivated in line with their leadership to achieve organizational goals.

Likewise, in the Siriwini Village Office, Nabire District, Nabire Regency, every employee in it has different characters and personalities as well as different attitudes and behaviors. This of course can be the cause of the birth of various needs that underlie their motivation to work. There are employees who have had a long working period and are experienced in their field of work. They feel comfortable with the work atmosphere they have felt so far, this fact certainly shows that the leadership style that has been applied so far has a positive effect on the work environment which in turn can also increase the work motivation of employees.

On the other hand, every employee at the Siriwini Sub-District Office, Nabire District, Nabire Regency, of course, has a different perception of his superiors, in this case the Lurah. This of course will result in different perceptions or assumptions from each employee on the leadership style of their superiors, whether they are considered very good or vice versa.

Motivation here means moving subordinates who work in an organization or government agency. And the leadership of government organizations seeks to motivate their employees to work so that the administration of government organizations can be carried out properly.

This research needs to be done to motivate employees of Siriwini Village Office, Nabire District, Nabire Regency in particular and employees in general to be able to increase work motivation and can create a more conditional and passionate work climate at work.

From the observations made by the author at the Siriwini sub-district office, several problems were found related to leadership style and employee motivation, including:
1. Lack of supervision from the Village Head towards employees.
2. The village head does not provide support and direction to employees.
3. Sub-district employees who lack discipline enter and leave the office.
4. In the management of letters - letters often experience delays.

Research purposes
The research will be conducted with a view to achieving the following objectives:
1. To find out the leadership styles applied by the Siriwini Village Head, Nabire District
2. This study aims to determine the extent of work motivation possessed by employees of the Siriwini sub-district, Nabire Regency.
3. To find out the obstacles faced and find a way out or a solution to the problem.

V. Conclusion

5.1 Conclusion

Based on the data that the author obtained regarding Leadership Style on Employee Work Motivation at the Siriwini Village Office, Nabire District, Nabire Regency City, the author tries to draw the following conclusions:

1. In making decisions, the Village Head is less democratic.
2. Lack of supervision of employee performance, because the lurah is rarely in place.
3. The leadership style of the village head who gives too much trust to employees.
4. Support for employees at work is good enough with some praise given if employees are successful in their work.
5. Most of the employees already understand their duties and functions well, because they have worked in their field for a long time.
6. Employees are quite loyal to superiors by always obeying what is conveyed by the leadership.
7. Discipline in terms of entering and leaving the office is still very lacking, because there is no warning and sanction from the leadership.

5.2 Suggestion

The suggestions that the author can give in this research are:

1. The village head must be more democratic in making decisions by involving employees.
2. Supervision of the work carried out by employees must often be carried out by the lurah.
3. The lurah needs to spend more time at the office so that the management of letters that are often late due to waiting for the lurah's signature can be overcome.
4. Support for employees needs to be improved again so that employees can be motivated to work better.
5. Employee loyalty to superiors needs to be improved again.
6. To employees to be more disciplined to enter and leave the office.
7. There needs to be sanctions from the leadership to subordinates who violate the rules.

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