

Effect Of Styles Of Leadership On Employee Effectiveness Office Of Life Environment

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Abstract: This study analyzed the influence of leadership style on the effectiveness of the work of the Office of Environmental Officer of Takalar Regency. This research uses quantitative descriptive approach. The population in this research is all employees of Environmental Office of Takalar Regency which amount to 36 percussion, the sample in this research is taking all the existing population amount. The method used in data analysis is Multiple Regression using SPSS. The result of the analysis shows that the leadership style has an effect on the effectiveness of employee's work.

Keyword: Leadership style, work effectiveness.

1 INTRODUCTION

Human Resources is one of the most invaluable assets for any organization because it can make meaningful contributions to the work unit effectively and efficiently. Therefore, how to develop, maintain, and improve the effectiveness of employees is one factor that needs to be considered for every organization. Similarly, in a strategic environmental change it is necessary to demand the ability of professional government apparatus in carrying out their duties. The dilemma that often occurs in government bureaucracy today is the public response to the effectiveness of the work of the government apparatus that has not demonstrated high capabilities and unprofessional in carrying out its duties. This can be seen through the various irregularities that occurred in the bureaucracy getting worse and resulted in the level of trust (trust) of society to decrease bureaucracy. The ineffectiveness of employees in performing tasks seems to be one indicator to measure leadership. Leadership is a determinant of success or failure in a container in achieving goals. The quality of leaders in correlation also affects the quality of work in a work unit. To achieve success in an organization a leader must have sufficient capability in carrying out its activities. The authority possessed, then a leader not only has the duty and authority to run the wheels of government but more than that must be able to make policies and have a very high capacity to mobilize employees. The failure of the organization to achieve its goals is often due to the leadership style set by a leader unable to mobilize his employees. Especially in mobilizing the potential of human resources. Empirical conditions indicate that many leaders of the government bureaucracy in running the leadership do not have a clear pattern so that they are confused in running the organization, this is possible because many leaders occupy the position just because it gets support from the Regent regardless of the background ability and experience. With limited capacity so that not a few leaders wrong in translating leadership. To answer the challenges presented above, then the very basic demands lies in the level of leadership ability in running the organization, especially the style of leadership. Leadership factors have a great influence on the effectiveness of subordinate work. For in any organization the form is big or small must require a leader. Therefore a good leader can be a role model or role for subordinates in the work and at the same time can provide motivation and morale within the organization. A leader in a formal organization in addition must be obeyed by subaannya he also must have more achievement in order to strengthen

subordinate compliance against him. This more potential can be either personal authority or in the form of excess knowledge or skill especially concerning the field of duty, this ability is often called managerial skill. The application of power, authority, and managerial skills will be seen from the style or behavior of leadership perceived by his subordinates. Takalar District Environmental Office as one of the government agencies, it is hoped that through the leadership style applied to employees, it can be more adaptive to translate the desires and able to cooperate in order to achieve the organizational goals, especially with the existing authorities, so it is demanded the existence of adequate capacity, as well as special advantages in mobilizing the existing potential. Based on the writer's initial observation, it appears that the Head of Environmental Office of Takalar Regency in running the organization does not have a clear standard of leadership style so that mistakes often occur in the decision making process, often using feelings in issuing policies, especially in taking action to subordinate less discipline in the work and less assertive in issuing sanctions to employees so that employees often perform actions that are not in accordance with employment rules, such as lack of discipline, weak responsibilities. In addition, often also make changes to the decision that has been taken abruptly without coordinating to the parties so that it can complicate the course of activity subordinates in the work The low quality of leadership within the organization causes organizational effectiveness difficult to achieve. This is analogous to the central issue of public organization, which is seeking human resources or non human resources optimally. Leadership

2. RESEARCH METHODOLOGY

Based on the type of study, this study is a study that explains the causal relationship between the variables or the so-called explanatory study. In addition, this study is included in the descriptive study. The study population was all employee of the Takalar District Environmental Office totaling 36. Sampling technique used in this study is purposive sampling. Data analysis was performed using Regression with SPSS 21. At this study, the type of data is qualitative and quantitative. Sources of data used in this study are the primary data. In this study the techniques used include: (1) Observation, (2) Interviews are used is in-depth interviews or unstructured interviews. (3) The questionnaire was structured in the form of written questions given to respondents. (4) Documentation required is a variety of written documents and

unwritten that show or describe the data and important information related to the study. The method of analysis used in this study is a SPSS to determine the causal relationship between independent variables included in the dependent variable. The analytical tool used is reduced with the help of statistical application form and program regression and SPSS 21.

3. RESULTS

The variable for constant t count = 4.56, leadership style directive (X1) tcal = 4.53, consultative leadership style (X2) tcount = 3.74, participative leadership style (X3) tcal = 1.78, and delegative leadership style (X4) thitung = 5.47. Of the total tcount, the delegative variable (X4) = 5.47 is the largest t. This also proves the truth of the second hypothesis that the style of leadership is a very powerful variable and the most dominant influence on the effectiveness of employees working Environment Office Takalar District. The descriptions in this section describe successive discussions of directive leadership styles, consultative leadership styles, participative leadership styles, and delegative leadership styles reviewed in each of the indicators developed:

1. Leadership Style Directive

The t test result for leadership style variables directive = 4.53 is greater than ttable 1.6711. This shows that the directive leadership has a significant effect on the effectiveness of the employees of the Takalar District Environmental Office. In addition, it can be seen from the distribution of respondents' answers in the table of leadership style directive is the largest in the category is high enough meaning directive leadership with the category makes the effectiveness of employment Office Environment Officer Takalar still need to be upgraded towards the higher

2. Leadership Style Consultation

The t test results for consultation leadership style variables 3.74 are greater than ttable 1.6896. This indicates that the leadership style of consultation has a significant effect on the effectiveness of the employees of Takalar District Office of Environment, beside that it can be seen from the distribution of respondent's answer in the largest consultation style table is in high enough category meaning that the leadership style of consultation with that category makes the effectiveness of office employees Takalar Regency's environment still needs to be upgraded towards the higher level

3. Participatory Leadership Style

The t test results for participatory leadership style variables are 1.79 greater than the 1.6654 ttable. This shows that participative leadership style has a significant effect on the effectiveness of the employees of Takalar District Environmental Office. Besides, it can be seen from the distribution of respondents' answers in the participative leadership style table in high enough category, meaning that the participative leadership style with the category makes the effectiveness of the employees of the Office of the Environment Takalar District still needs to be improved towards the higher level

4. Delegative Leadership Style

The t test results for the delegative leadership style variables

of 5.47 are greater than the 1.6654 ttable. This shows that the style of leadership delegatif significantly affect the effectiveness of employees of Office Environment Takalar District, but it is seen from the distribution of respondents' answers in the style table. When viewed from t each variable for constant t count = 4.56, leadership style directive (X1) tcal = 4.53, consultative leadership style (X2) tcount = 3.74, participative leadership style (X3) tcal = 1.78, and delegative leadership style (X4) thitung = 5.47. Of the total tcount, the delegative variable (X4) = 5.47 is the largest t. This also proves the second hypothesis that the style of leadership is a very powerful variable and the most dominant influence on the effectiveness of employees working Environment Office Takalar District

4. CONCLUSION

Based on the results of research conducted it can be concluded as follows:

1. The effectiveness of the employees of the Takalar District Office of Environment is in a fairly high category in the measure of Indicators of planning, ability to adjust, job satisfaction and job performance.
2. Directive leadership style Head of the Takalar District Environmental Office sometimes provides explanations for subordinate tasks of job briefing, sometimes gives direction to employees in work and sometimes notices to employees about what and how to do the job; Consultative leadership style Takalar District Office of the Environment sometimes uses a friendly approach to employees' attitudes in activities, sometimes giving employees an opportunity to communicate their feelings and complaints and occasionally pay attention to conflicts; Partisifatif leadership styles sometimes invite employees in formulating goals, sometimes giving encouragement to employees to take the initiative and occasionally paying attention to the unsuccessful parts of work; and Delegative leadership styles Takalar District Office of Environment sometimes leads to confidence in the employee's ability to complete the work, sometimes delegating the decision-making process to each employee's field of work and sometimes giving the employee an opportunity to discuss emerging issues.

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