THE INFLUENCE OF LEADERSHIP STYLE ON EMPLOYEE PERFORMANCE AT THE CELIKAH COMMUNITY HEALTH CENTER, KAYU AGUNG DISTRICT, OGAN KOMERING ILIR REGENCY

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Abstract: Leadership style is one component that influences employee performance. Performance is the result of work carried out by individuals or groups of people in an organization in accordance with their authority and responsibility to achieve organizational goals legally, without violating the law, and in accordance with morals and ethics. This research aims to assess the influence of leadership style on employee performance. The objects of this research were employees at the Celikah Community Health Center, Kayu Agung, Ogan Komering Ilir Regency. The approach used in this research is an associative approach with causal relationships and aims to prove. The population in this study were all employees of the Celikah Community Health Center, Kayu Agung, with a sample size of 95 people. This research uses SPSS 26 as a calculation tool.
Keywords: Leadership Style, Employee Performance

INTRODUCTION

Health human resources (HRK) is one of the sub-systems in the national health system that has an important role in improving the level of public health through various health efforts and services. Health efforts and services must be carried out by health workers who are responsible, have high ethics and morals, expertise, and authority.

Currently, realizing maximum performance of government agencies is non-negotiable, because government agencies should be able to carry out their duties well, namely to carry out government, administration, organization and management as much as possible and provide administrative services to the entire community. In facing this situation, government agencies must have quality and reliable human resources. The goal is to be able to anticipate changes that occur. Apart from that, with quality human resources, it is hoped that this can be a benchmark in assessing the ability to make decisions quickly and precisely so that the results achieved can be maximized.

Law number 36 of 2014 article 4 states that the government and regional governments are responsible for regulating, coaching, supervising and improving the quality of health workers. Health workers have an important role in improving the maximum quality of health services to the community. So that people are able to increase awareness, will and ability to live so that the highest level of health can be achieved.

Based on Minister of Health Regulation Number 75 of 2014 concerning Community Health Centers, Community Health Centers are health facilities that carry out public health efforts and first-level individual health efforts, by prioritizing promotive and preventive efforts, to achieve the highest level of public health in their working area. To support the functions and objectives of the Community Health Center, health human resources are needed, both health workers and health support workers.

One area of management that specifically studies human relationships and roles in organizations is human resource management. This is done because management is responsible for managing the workforce in the company to achieve organizational goals and make employees satisfied with their work. Human resource management can also help a

company operate well by assessing and providing compensation to each worker. The quality of a leader is often considered the most important factor in the success or failure of a company he leads.

Leadership style is one component that influences employee performance. Performance is the result of work carried out by individuals or groups of people in an organization in accordance with their authority and responsibility to achieve organizational goals legally, without violating the law, and in accordance with morals and ethics. Therefore, performance is not only important for the organization or company but also for the employees themselves. Performance is defined as the level of achievement of implementing program activities or policies in realizing the goals, objectives, vision, and mission of the organization, which are outlined in the organization's strategic planning.

According to Mangkunegara (2018), employee performance is a comparison of the results achieved with the participation of the workforce per unit of time. To achieve maximum employee performance, applying the right leadership style from superiors is one of the factors that can move, direct, guide, and motivate employees to achieve more at work. A leader can influence morale, job satisfaction, security, quality of work life, and especially the level of achievement of an organization. Leadership abilities and skills in directing organizational members are an important factor in a leader's effectiveness. Therefore, to find out what employees think about the company, leaders need to have active communication with their employees. A leader's skill in building a team is the key to a company's success, because the leader's attitude will determine how the team develops and how productive the employees are.

Based on research (Rahardjo et al., 2021) that leadership style has a positive and significant effect on the performance of Hotel Selabintana employees. Research (Susanto, 2017) states that Leadership Style has a positive and significant effect on the performance of employees of the Department of Industry, Trade and Cooperatives of Palembang City.

Celikah Health Center, Kayuagung District (Community Health Center) is a functional organization that carries out health efforts that are carried out with an emphasis on services for the wider community in order to achieve optimal health status without neglecting the quality of service to the community. The number of health workers at the Celikah Community Health Center is 95 people. The division of employee work at the Celikah Community Health Center is in the table below:

Table 1 Number of Celikah Community Health Center Employees

No	Occupation	Total Employee
1	general practitioners	1
2	Dentist	1
3	Tocologist	33
4	Nurse	33
5	Dental Nurse	3
6	Laboratory Analyst	3
7	Nutritional Analyst	2
8	Pharmacy Employee	4
9	Pharmacist	2
10	Mobile Cash	6
11	Supporting Staff	2
12	Public Health Workers	8
13	K3 Officer	6 o
Total Employee		95

Source : Puskesmas Celikah, Ogan Komering Ilir

The performance of medical employees at the Celikah Community Health Center is still not optimal because there are still community health center employees leaving work

earlier than their due time so that their obligations in carrying out their duties to serve the community are not optimal and there are still complaints from the community regarding the presence of community health center employees chatting with colleagues in providing services. services that cause patients to wait a long time for treatment and Puskesmas services can be said to be ineffective. Poor service at the Celikah Community Health Center can build a bad image for the Community Health Center and the image of the leader who leads the Celikah Community Health Center itself.

From the description of the learning background that has been explained above, the author wants to take the title "The Influence of Leadership Style on the Performance of Celikah Community Health Center Employees, Kayu Agung District, Ogan Komering Ilir Regency".

LITERATURE REVIEW

In an organization, leadership factors play a very important role because organizational success depends on how a leader directs his subordinates to achieve organizational goals well. According to Fahmi (2019: 15), "Leadership is a science that comprehensively examines how to direct, influence and supervise other people to carry out tasks in accordance with planned orders." Meanwhile, according to Terry in Irham Fahmi (2019:15) "Leadership is the activity of influencing people to strive willingly for mutual objectives". (Leadership is an activity that influences people to be willing to try to achieve a common goal).

Swanburg stated the same thing in Herlambang (2019: 96), "leadership is a process of activity to influence and organize other people or groups in an effort to formulate and achieve organizational goals." According to the Journal of Business Administration by Fikri D Fadude, et al (2019:32), "A leader is someone who has the ability to influence the behavior of other people or groups within a company which is a synergy in order to achieve its goals."

According to (Purwanto, 2017) explains that leadership style is basically a way in which a leader influences, directs, motivates and controls his subordinates in a certain way, so that his subordinates are able to complete tasks effectively and efficiently.

According to (Rivai, 2015) leadership style is several characteristics that leaders show to influence their subordinates so that organizational goals are achieved. The characteristics shown are of course related to various behaviors that can be used to persuade or influence other people, such as subordinates or members of organizations under their leadership.

Employee performance is a central issue in the life of an organization or company. Whether it will be able to achieve its goals or not, it really depends on how good the performance shown by its employees is. According to (Ashadi & Widodo, 2020) states that "performance is a work result that a person can achieve in carrying out the tasks given to him which is based on skill, experience and seriousness as well as time."

According to (Ayu et al., 2021) "performance is the result achieved by a person according to the standards applicable to the job in question. According to Rivai and Sagala in (Priansa, 2016) stated that "performance is the real behavior displayed by each person as a work achievement produced by employees in accordance with their role in the company."

Based on the opinions of the experts above, it can be concluded that performance is a function of an employee's ability to carry out tasks in accordance with the requirements that have been determined within the company. According to Handoko (2016), performance factors are also influenced by motivation, job satisfaction, stress levels, physical conditions of work, compensation systems, job design, commitment to the organization, and other economic, technical, and behavioral aspects.

RESEARCH METHOD

The author conducted research at the Celikah Community Health Center, Kayu Agung District, which is located at Jalan Lintas Sumatra, Celikah, Kec. Kayu Agung, Ogan Komering Ilir Regency, South Sumatra 30661. According to (Sugiyono, 2018), quantitative research methods can be interpreted as methods that are based on the philosophy of positivism, used to research certain populations or samples, random sampling techniques, data collection using research instruments, quantitative or statistical data analysis with the aim of test the established hypothesis.

According to Sugiyono (2018), a population is a generalization area consisting of objects that have certain characteristics determined by the researcher, and then conclusions are drawn. The population of this study was 95 employees of the Celikah Community Health Center, Kayu Agung District. According to Sugiyono (2018), the sample is representative of the population. The sampling technique used in the research is non-probability sampling, namely sampling using a saturated sampling technique. Saturated sampling is a sample that represents the total population, usually carried out if the population is considered small or less than 100.

RESULTS AND DISCUSSION

As discussed in the previous section, the population of respondents in this study was 95 people. Respondents are all employees who work in the Celikah Community Health Center, Kayu Agung,. Each respondent answered their questions on the questionnaire contained in the Google Form as well as the questionnaire distributed directly by the author.

Based on gender, respondents were divided into two, namely men and women. Based on gender, the calculation results are as follows:

Table 2
Gender

Gender	Total	Percentage
Male	38	40.00%
Female	57	60.00%
Total	95	100%

Source: processed primary data

Based on the data table above, 38 people (or 40%) of the total respondents were men. Meanwhile, 57 people (or 60%) were women.

Based on their age, respondents were grouped into three age groups, namely 18-30 years, 31-45 years and 46-55 years. The results of grouping respondents based on age can be seen in table d below:

Table 3
Karakteristik Responden Berdasarkan Usia

Age	Total	Percentage
20-35 years	35	36,84%
36-50 years	39	41,05%
> 50 years	21	22,11%
Total	95	100%

Source: processed primary data

Based on the table above, there are 35 people, or 36.84% of the total respondents, in the 20-35 year age group. For the 36-50 year age group, there were 39 people, or 41.05% of the total respondents. Meanwhile, the remaining 21 people, or 22.11% of the total respondents, were over 50 years old.

Based on educational background, the respondents were divided into four groups. The first group is high school/vocational school graduates, followed by the second group, who are diploma graduates. Meanwhile, the last two categories are graduates who are undergraduate and postgraduate respectively. Based on educational history, the calculation results are as follows:

Table 4
Level of Education

Level of Education	Total	Percentage
Senior High Scholl	16	16,84%
Diploma	52	54,74%
Undergraduate	20	21,05%
Post Graduate	7	7,37%
Total	95	100%

Source: processed primary data

Based on the data table above, it can be concluded that 16 honorary employees (16.84%) are high school/vocational school graduates. Meanwhile, 52 diploma graduates were honorary employees or 54.74% of the total respondents. Meanwhile, 20 people were Bachelor graduates, or 21.05% of the total respondents. And the rest are Post Graduate Student.

This validity test is carried out to measure whether the data obtained after the research is valid data or not, using the measuring instrument used (questionnaire). Validity testing in the data analysis process aims to determine the validity of the research instrument. So that instruments can be used to measure things that should be measured. Meanwhile, an instrument is said to be reliable if the research instrument can be used to measure similar objects and produce similar data.

Questionnaires were distributed to 95 respondents, all of whom were employees of the Celikah Community Health Center, Ogan Komering Ilir district. A questionnaire is declared valid if the calculated r value for each item has a value greater than the table r value. It is known that the number of samples in this study was 95 people, so the r table was determined at 0.1996. Next, the data was processed using SPSS 26. From the calculation results using SPSS 26, results were obtained as in the table below:

Tabel 5 Validity Test

Item	r count	R table	Results
X1	0.563	0.1996	Valid
X2	0.332	0.1996	Valid
X3	0.285	0.1996	Valid
X4	0.626	0.1996	Valid
X5	0.336	0.1996	Valid
X6	0.572	0.1996	Valid
X7	0.381	0.1996	Valid
X8	0.474	0.1996	Valid
X9	0.275	0.1996	Valid

Item	r count	R table	Results
x10	0.881	0.1996	Valid
Y1	0.753	0.1996	Valid
Y2	0.484	0.1996	Valid
Y3	0.570	0.1996	Valid
Y4	0.541	0.1996	Valid
Y5	0.542	0.1996	Valid
Y6	0.862	0.1996	Valid
Y7	0.316	0.1996	Valid
Y8	0.439	0.1996	Valid
Y9	0.383	0.1996	Valid
Y10	0.685	0.1996	Valid

Source: Data Processing

Based on the table above, it can be concluded that the r value of each questionnaire item is above the table r value which has been determined by the sample size, namely 0.1996. This means that the questionnaire can be said to be valid.

In research, reliability is the extent to which the measurements of a test remain consistent after being carried out repeatedly on subjects and under the same conditions. Research is considered reliable if it provides consistent results for the same measurements. The total variable confidence index is what we are after with this instrument's reliability test.

After checking the validity and obtaining valid statement items, a reliability check was then carried out using the Cronbach Alpha formula to ensure the consistency of these items. The reliability of questionnaire items can be determined if the Cronbach's Alpha score is greater than 0.60.

Table 6 Reliability Test

Variabel	Cronbach Alpha	Minimum Standard	Results
Leadership Style	0,680	0,600	Reliable
Performance	0,714	0,600	Reliable

Source: Data Processing

From the output table above, the Cronbach alpha value for each variable has a value greater than 0.60. So it can be concluded that the question items in the questionnaire can be said to be consistent or reliable.

Simple linear regression analysis is a linear relationship between an independent variable (X) and a dependent variable (Y). This analysis determines the direction of the relationship between the independent variable and the dependent variable if the independent variable experiences an increase or decrease. Simple linear regression has the following function: Testing the relationship or correlation or influence of one independent variable on one dependent variable. Then make predictions or estimates of the dependent variable based on the independent variable. Then the data analyzed must be data on an interval or constellation scale.

In this research, the aim of the simple linear regression analysis test is to assess whether the two variables are related. Below is the formula used to determine the test:

Y = a + bX

X : Independent Variable

Y: Dependent Variable

a : Constant

b : Variable Regression Constant

In this research, SPSS is used to carry out the calculations needed for regression analysis. As seen in the table below, the accompanying analysis produces the following findings.

Table 7
Coefficients[a]

Model		Unstandardized Coefficients B	Std. Error	Standardized Coefficients Beta	t	Sig.
1	(Constant)	6,037	3,125		1,932	,056
	X	,863	,076	,761	11,319	,000

a. Dependent Variable: Y
Source: Data Processing

From the interpretation of the SPSS output table above, the following equation is obtained:

 Y: 6.037 + 0.863X

The value of A in the equation above is 6.037. This number is a constant number, which means that if there is no leadership style (X), the performance value of employees at the Celikah Public Health Center, Kayu Agung, Ogan Komering Ilir Regency is (Y) as much as 6,037. The B value is the regression coefficient value, which is 0.863. This means that for every 1% increase in leadership style (X), there is an increase in the performance of employees at the Celikah Community Health Center, Kayu Agung, Ogan Komering Ilir Regency by 0.863.

The T test is used to test the significance of the relationship between variables X and Y. The purpose of this test is to measure the extent to which the independent variable has an indirect influence on the dependent variable. As shown in table 4.7, it was found that the calculated T value was 11.319.

The sign number 0.000 indicates the significance level. Thus it can be concluded that T count > T table, namely 11.319 > 1.661, with a significance level of 0.000 <0.005. This means that there is an influence of leadership style on the performance of employees at the Celikah Community Health Center, Kayu Agung, Ogan Komering Ilir Regency.

The purpose of coefficient of determination analysis is to determine the extent to which the independent variable explains the dependent variable. The results of calculating the coefficient of determination can be seen from the table below:

Table 8
Model Summary

Model	R	R Square	Adjusted RSquare	Std. Error of the Estimate
1	,761[a]	,579	,575	2,063

a. Predictors: (Constant), X
Source: Data Processing

Based on SPSS analysis, the independent variable, namely leadership style, can explain the dependent variable, namely employee performance, by 57.9% of the response rate variance, while the remaining 42.1% is caused by factors outside the regression model.

DISCUSSION

After calculating the data using SPSS above, it can be concluded that the independent variable, namely work discipline, has a significant influence on the performance of employees at the Celikah Community Health Center, Kayu Agung, Ogan Komering Ilir Regency. Through the results of the T test, calculation results were obtained where the calculated T value was greater than the T table, and had a significance value below 0.005. The calculated T value obtained is 11.319, which is greater than the T table value, namely 1.661. Meanwhile, the significance value is $0.000 < 0.05$, which means that the independent variable, namely leadership style, has a significant effect on the dependent variable, namely the performance of employees at the Celikah Community Health Center, Kayu Agung, Ogan Komering Ilir Regency.

Meanwhile, from the results of the F Test, it was concluded that leadership style had a significant effect on the performance of employees at the Celikah Community Health Center, Kayu Agung, Ogan Komering Ilir Regency. From the calculation results, the calculated F is 128.117 or greater than the F table, namely 3.941. The significance level also shows a figure of 0.000 or smaller than 0.005, which shows that leadership style has a significant effect on the performance of employees at the Celikah Community Health Center, Kayu Agung, Ogan Komering Ilir Regency.

Meanwhile, the independent variable, namely leadership style, can explain the dependent variable, namely employee performance, which accounts for 57.9% of the response rate variance, while the remaining 42.1% is caused by factors outside the regression model. Thus, based on the hypothesis presented previously, it means that Ha can be accepted, namely that leadership style has a significant effect on the performance of employees at the Celikah Community Health Center, Kayu Agung, Ogan Komering Ilir Regency.

CONCLUSION

Based on the results of data analysis, the following conclusions were obtained:
1. After calculations using the T Test, the results showed that the leadership style variable had an influence on the performance of employees at the Celikah Community Health Center, Kayu Agung, Ogan Komering Ilir Regency. This is indicated by the calculated T value being greater than the table T value. The calculated T value of the leadership style variable is 11.319 with a significance level of 0.000. Meanwhile, the t table is 1.661.
2. Leadership style influences employee performance, as can be seen from the coefficient of determination R^2 of 0.579, meaning that the leadership style variable can explain 57.9% of employee performance variables, while the remaining 42.1% is explained by other variables.

SUGGESTION

Leadership style is one of the factors that can influence a person's performance. Likewise at the Celikah Community Health Center, Ogan Komering Ilir Regency. A leader must be able to have good planning and be able to delegate tasks to his subordinates using good language. However, every leader's leadership style is different. Most people don't like the authoritarian style. The authoritarian style mostly emphasizes tasks to employees but with orders that are not very good. Employees prefer a leadership style that is able to step down and embrace all employees. If this can be implemented, employee performance can increase, and cooperation between departments can be established well.

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