

THE INFLUENCE OF LEADERSHIP, COMPETENCY, AND ORGANIZATIONAL CULTURE ON EMPLOYEE PERFORMANCE IN THE BATANG SERANG DISTRICT DISTRICT OFFICE

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ABSTRACT

Employee performance is the main thing that must be considered in work activities. This research aims to determine the influence of leadership, competency and organizational culture on the performance of employees at the Batang Panggang District Subdistrict Office. The population in this study were all 32 employees of the Batang Panggang Subdistrict District Head Office. This type of research uses a quantitative approach and technical data analysis uses multiple linear regression analysis. This type of research concludes that leadership has an influence on employee performance, competence has no influence on employee performance, and organizational culture has no influence on employee performance.

Keywords: Leadership, Competency, Organizational Culture, Employee Performance.

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INTRODUCTION

This research was carried out at the Batang Panggang District Subdistrict Office which operates in the services sector. This sub-district office was formed in the Regency/City area with regional regulations which are guided by the Sub-district Government Regulation (PP). The sub-district is led by a sub-district head who, in carrying out his duties, is delegated the authority of the Regent. Apart from carrying out these duties, the sub-district head is also tasked with carrying out general government duties. In this research we used Leadership, Competency and

Organizational Culture factors on the performance of employees at the Batang Panggang Subdistrict District Head Office. After we researched this factor, it became an important issue for developing employee performance.

The first factor is leadership. Our research takes the leadership variable which is the cause of declining employee performance, where the sub-district head's leadership is less firm and less protective of employees so that many employees are still lazy and cause mistakes at work.

The second factor is competency. Our research takes the competency variable which is the cause of declining employee performance due to a lack of motivation and encouragement from sub-district leaders so that most employees are still less agile in carrying out tasks that were completed today and will be completed tomorrow. According to research (Januardin, and Hery, 2020)

This third factor is the most important problem, namely Organizational Culture. At the Batang Panggang Sub-District Office, organizational culture is still not implemented or implemented so that the sub-district office employees feel bored and employee performance declines.

Based on the background above, the researcher identified the problems in the research above, namely: a. Lack of leadership influence on the performance of employees at the Batang Serangan District Head's Office, b. Employee competence is still lacking in carrying out duties and responsibilities in community service at the Batang Panggang District Head's Office, c. There are still employees who have not implemented Organizational Culture at the Batang Attack District Head's Office. d. The decline in employee performance has hampered the service at the Batang Serangan District Head Office.

LITERATURE REVIEW

Leadership is an activity to influence the behavior of other people, or the art of influencing human behavior, both individuals and groups (Thoha, 2006). Leadership is the ability to realize a vision or goal that has been set by moving an individual or group of people to achieve that goal (Robbins & Judge, 2011).

Leadership is a science that comprehensively examines how to direct, influence and supervise other people to carry out tasks in accordance with planned orders" (Fahmi, 2017). Conclusion Leadership is the ability to realize a vision, direct, supervise and influence other people to carry out goals and to achieve goals.

According to (Terry, 1972) Leadership Indicators are:

1. Emotional stability
2. Human relations
3. Personal Motivation
4. Communication skills

Competency is a person's ability or capacity to carry out various tasks in a job, where this ability is determined by two factors, namely intellectual ability and physical ability (Robbins & Judge, 2011). Competence is defined as proficiency, skill, ability. The basic word itself, namely competent, of course means capable, capable, or skilled (Veithzal Rivai Zainal, 2011). Competency is the ability to carry out or carry out a job or task that is based on skills and knowledge and supported by the work attitude required by the job (Wibowo, 2018). Conclusion: Competence is a person's ability to do work based on skills, abilities and knowledge.

According to Wibowo (2014:273), competency indicators are:

1. Ability to carry out tasks
2. Skills.
3. Attitudes that are individual characteristics.

Organizational culture is values, assumed attitudes and behavioral norms that have become institutionalized and then manifest in appearance, attitudes and actions so that they become the identity of a particular organization (Sudarmanto, 2009). Organizational culture is a system of values, beliefs and habits in an organization that interact with its formal system structure to produce norms of organizational behavior (Wahab, 2008).

Organizational culture is the norms and values that direct the behavior of organizational members. Each member will behave in accordance with the prevailing culture in order to be accepted by their environment" (Luthans, 2006). Conclusion:

Organizational culture is a set of norms, values and beliefs in an organization, where each member behaves in accordance with the prevailing culture.

The indicators of organizational culture according to (Margolang, ND):

1. Innovation and courage to take risks (innovation and risk talking)
2. Results oriented (outcome orientation)
3. Team orientation
4. Aggressiveness (aggressiveness)

According to Fahmi (2014: 127) performance is the result obtained by an organization, whether the organization is profit oriented or non-profit oriented, which is produced over a period of time. Sutrisno (2018: 123) says employee performance is the result of employee work seen from the quality aspect, quantity, work time and cooperation to achieve the goals set by the organization.

"Performance is the result of a person's work, an overall management process, where the results of a person's work are measured. Performance or performance is a description of the level of achievement of implementing an activity program or policy (Sedamayanti & Pd, 2001). Conclusion: Employee performance is the result of the work of a person's employees which is seen from the aspect of quality and quantity, and is a description of the achievements of the implementation of a program.

According to (Mangkunegara, 2011) employee performance indicators include the following:

1. Quality of work
2. Quantity of work
3. Implementation of tasks
4. Responsibility for work

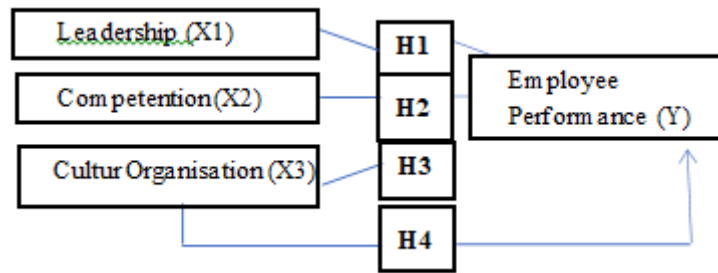


Figure: Conceptual Framework
Source: Processed data, 2024

Research Hypothesis

Based on the conceptual framework put forward, a hypothesis is formulated, namely:

- H1: Competency influences the performance of employees at the Batang Panggang District Subdistrict Office.
- H2: Competence influences the performance of the employees of the District Head Office of Batang Panggang District
- H3: Organizational culture influences the performance of employees at the Batang Panggang District Subdistrict Office.
- H4: Leadership, Competency and Organizational Culture influence the performance of employees at the Batang Panggang District Subdistrict Office.

METHOD

This research was conducted at the Batang Panggang Subdistrict Head Office which is located on Jln. Merdeka No I Batang Panggang Postal Code: 20883 BatangSerangan District, Langkat Regency, North Sumatra Province. The research period starts from July 2023 until completion.

Quantitative data is a research method based on positivistic (concrete data), research data in the form of numbers that will be measured using statistics as a calculation test tool, related to the problem being studied to produce a conclusion (Sugiyono, 2017).

Quantitative research is a type of research that produces discoveries that can be achieved (obtained) using statistical procedures (Sujarweni, 2014) or other means of quantification (measurement) (Sujarweni, 2014). Associative research is research that aims to determine the relationship between two or more variables, looking for roles, influences and causal relationships, namely between the independent variable and the dependent variable (Sugiyono, 2017). The variables linked in this research are variables consisting of motivation (x) and performance (y) variables. II.3 Population and Sample

Population is a generalized area consisting of objects or subjects that have certain quantities and characteristics that are determined by the researcher to be studied and then draw conclusions (Sugiyono, 2017). The population in this study was all employees in the Batang Panggang District Subdistrict Office, totaling 32 employees. To determine the sample size, Saturated Sampling was used. The sample is part of the number and characteristics of the population (Sugiyono, 2017). The sample size for this study was 32 employees.

Data collection is carried out through:

1. Interviews were conducted with several employees using a direct question and answer system.
2. Questionnaires were given to employees at the Batang Serangan District Head's office.
3. Documentation study sourced from books, journals and profiles of the Batang Panggang Subdistrict Subdistrict Office.

Types and Sources of Data from this research are as follows:

1. Primary data is data taken by researchers directly or data obtained from questionnaires distributed to employees of the sub-district office of Batang Serangan District.
2. Secondary data is data obtained by researchers from existing sources and also through documentation.

RESULTS AND DISCUSSION

Descriptive Statistics

Table 1. Descriptive Statistics

	KEPEMIMPINAN	KOMPETENSI	BUDAYA_ORGANISASI	KINERJA_PEGAWAI
Mean	50.68750	33.81250	40.96875	50.40625
Median	50.00000	33.00000	40.00000	50.00000
Maximum	60.00000	38.00000	53.00000	60.00000
Minimum	39.00000	30.00000	36.00000	41.00000
Std. Dev.	4.223112	2.206113	3.737209	3.933802
Skewness	0.033635	0.314641	1.079731	0.266070
Kurtosis	3.715199	1.930751	4.501976	3.143408
Jarque-Bera	0.688047	2.052386	9.225610	0.404984
Probability	0.708912	0.358369	0.009924	0.816693
Sum	1622.000	1082.000	1311.000	1613.000
Sum Sq. Dev.	552.8750	150.8750	432.9688	479.7188
Observations	32	32	32	32

Source: Processed data, 2024

1. The average value of the leadership variable is 50.68750, the highest value is 60.00000 and the lowest value is 39.00000.
2. The average value of the competency variable is 33.81250, the highest value is 38.00000 and the lowest value is 30.00000.
3. The average value of the organizational culture variable is 40.96875, the highest value is 53.00000 and the lowest value is 36.00000.
4. The average value of the employee performance variable is 50.40625, the highest value is 60.00000 and the lowest value is 41.00000.

Simultaneous Test Results (f Test)

Table 2. Simultaneous Test Results (f Test)

R-squared	0.617244	Mean dependent var	-0.161290
Adjusted R-squared	0.574716	SD dependent var	4.824222
SE of regression	3.146059	Akaike info criterion	5.250092
Sum squared resid	267.2375	Schwarz criterion	5.435123
Log likelihood	-77.37643	Hannan-Quinn Criter.	5.310408
F-statistic	14.51370	Durbin-Watson stat	3.213607
Prob(F-statistic)	0.000008		

Source: Processed data, 2024

Based on table 2 above, the output of the simultaneous test results, the prob value (F-statistic) is 0.000008. this value is <0.05. This value shows that the variables of leadership, competence and organizational culture influence simultaneously (together) on employee performance variables.

Simultaneous Test Results (t Test)

Table 3. Simultaneous Test Results (t Test)

Variables	Coefficient	Std. Error	t-Statistics	Prob.
C	-0.039689	0.566511	-0.070059	0.9447
D(LEADERSHIP)	0.400994	0.142113	2.821662	0.0089
D(COMPETENCY)	0.290534	0.261353	1.111650	0.2761
D(ORGANIZATION_CULTUR E)	0.302997	0.156557	1.935376	0.0635

Source: Processed data, 2024

Coefficient of Determination Results

Table 4. Coefficient of Determination

R-squared	0.617244	Mean dependent var	-0.161290
Adjusted R-squared	0.574716	SD dependent var	4.824222
SE of regression	3.146059	Akaike infocriterion	5.250092
Sum squared resid	267.2375	Schwarz criterion	5.435123
Log likelihood	-77.37643	Hannan-Quinn Criter.	5.310408
F-statistic	14.51370	Durbin-Watsonstat	3.213607
Prob(F-statistic)	0.000008		

Source: Processed data, 2024

CONCLUSION

The conclusion from the results of this research is that leadership influences the performance of office employees at the sub-district office of Batang Panggang District. Competency has no effect on the performance of office employees at the Batang Serangan District Head's office. Organizational culture has no effect on the performance of office employees at the Batang Panggang Subdistrict District Head office. Leadership, competency and organizational culture variables have an influence of 57.4% on employee performance and the remaining 42.6% is influenced by other variables outside the research.

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