*Bima Journal – Bussiness Management and Accounting*
*Available online at : http://journal.pdmbengkulu.org/index.php/bima*
DOI: https://doi.org/10.37638/bima.3.2.83-86

# The Influence of Leadership Style On Performance Employees of Stikes Bhakti Husada Bengkulu

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***How to Cite :***
Saputra, W. Susena, K. Anzori,A. (2022). *The Influence of Leadership Style On Performance Employees of Stikes Bhakti Husada Bengkulu*. *Bima Journal : Business, Management and Accounting Journal, 3* (2). DOI: https://doi.org/10.37638/bima.3.2.83-86

**ARTICLE HISTORY**
*Received [10 October 2022]*
*Revised [21 November 2022]*
*Accepted [31 December 2022]*
*Published [ 31 December 2022]*

***KEYWORDS***
Leadership Style, Employee Performance

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***ABSTRACT***

*Employee performance is important in a company, because it has a great influence to improve company performance. Employee performance in the company is influenced by various things such as leadership style and job satisfaction. The purpose of this literature study and field study is to determine the leadership style on employee performance. The methodologies used are library research and field research. Respondents were 60 employees of Stikes Bhakti Husada Bengkulu using Simple Linear Regression analysis, Correlation Coefficient Analysis, Coefficient of Determination, and hypothesis testing using T-test. The results of the study The value of the correlation / relationship (R) is equal to 0.492. From these results obtained a coefficient of determination (R-Square) of 0.184, which implies that the influence of the independent variable (Leadership Style) on the dependent variable (Employee Performance) is 18.4% with the T-test results obtained f-value count of 13,045 with a significant value of 0.001 with an error rate of 0.5, it can be explained that there is a significant influence between leadership style on the performance of Stikes Bhakti Husada Bengkulu employees.*

## INTRODUCTION

Stikes Bhakti Husada Bengkulu is a private tertiary institution in Bengkulu Province which was founded in 2003 under the auspices of the Persada Raflesia Bengkulu Foundation, Stikes Bhakti Husada Bengkulu is led by the Head of Stikes with three Deputy Chairmen and three study programs, Stikes Bhakti Husada Bengkulu totaling 60 employees with Education Doctors, Masters and bachelors both in the field of Health and other fields.

### Leadership style

Every leader has a leadership style that is different from one another. Viewpoints on certain issues become individual leadership capacities. It is undeniable that being a leader must be responsible and have a heavy and influential role. However, everything can be overcome if he uses tactics and strategies according to the situation.

According to (Mulyadi, 2015), Leadership Style is a way that a leader has that shows an attitude that is a certain characteristic to influence his employees in achieving organizational goals.

Based on the definition presented by experts. So it can be concluded that leadership style is a method used by a leader to influence his subordinates to achieve organizational goals.

According to (Mulyadi, 2015) there are three kinds of leadership styles, including:

a. Autocratic leadership style
   Leadership that focuses on leadership as a policy maker in all activities, employees act as executors of activities with directions from leaders so that the role of organizational members becomes passive.
b. Democratic leadership style
   Leadership that prioritizes policy making with group discussions, leaders respect the opinions of each member of the organization and provide alternative procedures if there are obstacles in implementing the policy.

c. Freedom of leadership style (laissez faire)
Full freedom is given to members of the organization with very minimal participation from the leadership, so that the leadership only places itself as a supervisor without much regulation of a policy.

**Employee performance**

Performance comes from the word performance (performance). As stated by (Mangkunegara, 2015) that the term performance comes from the word job performance or actual performance (work achievement or actual achievement achieved by a person), namely the work results in quality and quantity achieved by an employee in carrying out their duties in accordance with the responsibilities given to him. According to (Sastrohadiwiryo, 2013), that performance depends on innate ability (ability), capabilities that can be developed (capacity), assistance to realize performance (help), material and non-material incentives (incentive), environment (environment), and evaluation ( evaluation). Performance is influenced by individual physical qualities (skills and abilities, education and suitability), environment (including incentives and non-incentives) and technology.

In general, performance is defined as the level of success of a person in carrying out his work. (Robbins, 2015), explains that performance is a result achieved by a job in his work according to certain criteria that apply to a job. (Bastian, 2001), states that, performance is a description of the level of achievement of the implementation of an activity/program/policy in realizing the goals, objectives, mission, and vision of the organization contained in the formulation of an organization's strategic scheme.

From this definition it can be stated that employee performance is a form of a person's success in achieving a certain role or target that comes from his own actions. A person's performance is said to be good if the results of the individual's work can exceed the predetermined roles or targets.

There are three factors that affect the performance of employees or employees according to (Simanjuntak, 2005), namely:

a. Individual factors, is the ability and skills to do work
b. Organizational support factor. In carrying out their duties, employees need the support of the organization where they work.
c. Management support factors, company performance and everyone's performance are also highly dependent on managerial ability.

According to (Abdullah, 2014), a performance indicator is a variable used to quantitatively express the effectiveness and efficiency of a process or operation based on the targets and goals of the organization. Regarding the performance obtained from, direct superiors, persons in charge, and co-workers, the performance indicators are as follows:

a. Quality of work
b. Work quantity
c. Attitude
d. Cooperation
e. Communication

## RESEARCH METHOD

**Metode Analisis**

The method used is the method of library research (library research) and field research (field research). The method of literature study is by collecting data and studying various literature in the form of books, lecture textbooks and so on that are related to the problems being researched and discussed. While field studies by way of interviews and distributing questionnaires, with a total sampling of 60 employees.

Data analysis techniques from the 2 variables of this field study that are already known, namely the independent variable is Leadership Style and the dependent variable is employee performance, can be calculated using Simple Linear Regression, Correlation Coefficient analysis, Determination Coefficient, and hypothesis testing using the t test..

## RESULTS AND DISCUSSION

**RESULTS**

In the results of this field study, the data obtained through a questionnaire was then discussed regarding the data obtained from 60 respondents after being processed using the Simple Linear Regression method by testing using the t-test.

The value of the correlation/relationship (R) is 0.492. From this output, the coefficient of determination (R-Square) is 0.184, which means that the influence of the independent variable (leadership style) on the dependent variable (employee performance) is 18.4%.

Based on the results of the t-test output, the f-count value is 13,045 with a significant value of 0.001 with an error rate of 0.5, it can be explained that Ha is accepted and Ho is rejected, which means that there is a significant influence between leadership style on employee performance at Stikes Bhakti Husada Bengkulu .

After conducting a field study of the employees of the Stikes Bhakti Husada Bengkulu, the results obtained were that the leadership style applied by the leadership of the Stikes Bhakti Husada Bengkulu was a democratic leadership style that prioritized policy making with group discussions, giving authority to subordinates with responsibility, leaders respecting everyone's opinion. members of the organization and provide alternative procedures if there are obstacles in the implementation of the policy.

The same thing was stated by (Daryanto, 2011) Democratic leadership is leadership that is active, dynamic, and directed. The division of tasks accompanied by a clear delegation of authority and responsibility allows each member to participate actively. It is intended that each member knows what tasks are given to achieve organizational goals.

## CONCLUSION

The conclusions in this literature study and field study after data analysis and discussion of leadership style on the performance of Stikes Bhakti Husada Bengkulu employees that there is an influence on employee performance can be concluded as follows: From the results of the Simple Linear Regression analysis there is a positive and significant influence between leadership styles on the performance of Stikes Bhakti Husada Bengkulu employees.

From the results obtained, the employees of Stikes Bhakti Husada Bengkulu are very motivated by the Democratic leadership style of leadership which always involves employees in all aspects such as aspects of the progress of Stikes Bhakti Husada Bengkulu or in the aspect of Employee Careers so as to create a harmonious relationship but does not reduce the direction or goals set by the leader.

**Suggestion**

Based on the conclusions stated above, the authors can provide the following suggestions: In order to reduce the level of work errors or deviations from employees, leaders should further improve their performance which in turn can have a good impact on employee performance. Should form a work union so that the working atmosphere can be better established. Furthermore, this can increase positive communication between employees and leaders and company management

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