The Influence of Leadership Style and Work Facilities on Job Satisfaction of Civil Servants at the Regent's Office of Central Tapanuli Regency

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ARTICLEINFO	ABSTRACT
	The research objective is to determine and analyze the Influence of Leadership Style on Job Satisfaction Work Facilities Civil Servants Central Tapanuli Regency Office. The population in this study is the entire Civil Servants in Central Tapanuli Regency Office totaling 126 employees of Civil Affairs.
	The method used in this research is quantitative method. The data analysis technique in this research is descriptive statistical analysis and multiple linear regression analysis. The data used are primary data and secondary data. The results of this study show that, either simultaneously or partially, leadership style and employee facilities and significant positive effect on job satisfaction of civil servants Regent Office Central Tapanuli.

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1. INTRODUCTION

Civil servants who work as state servants have important duties and responsibilities for government agencies. The role of employees who work in government will determine the success or failure of achieving the goals that have been set. Employees who work in a government agency are required to be able to complete their duties and responsibilities effectively and efficiently because the performance of their human resources is able to make positive and profitable contributions to government agencies. The development of a region is very dependent on the ability of the regional government to achieve optimal performance

Job satisfaction is defined by the extent to which individuals feel positively or negatively various factors or dimensions of the tasks in their work. Job satisfaction in their work is job satisfaction that is enjoyed at work by obtaining praise for work, placement, treatment, equipment and a good work atmosphere. good. This attitude is reflected by work morale, discipline and work performance. Job satisfaction is enjoyed at work, outside work and a combination of inside and outside work (Hasibuan, 2007: 203).

Creating employee job satisfaction in local government offices is very important. If employees do not achieve job satisfaction, negative attitudes will arise at work such as a lack of interest in employees; the desire to find a job that offers more pay or to look for a part time job elsewhere so that the quality of the current job is not considered; strikes and other complaints. Job satisfaction is

an important target in HR management, because it will directly or indirectly affect the work productivity of employees in an organization or company, while the components of job satisfaction in question include: wages or salaries, work or work activities, supervision, career promotion, relationships and working environment conditions (Yuli, 2005: 197).

Job satisfaction is related to meeting needs, employees who feel their needs are fulfilled will perceive themselves as employees who have satisfaction with their work. On the other hand, dissatisfaction arises when one or part of the needs cannot be met. Human activities together always require leadership. So there must be a leader for success and work efficiency. For these kinds of businesses from millions of human activities, a planned and systematic effort is needed to train and prepare new leaders.

The leadership function is the ability and readiness of a person to influence, guide, and direct or manage other people so that they want to do something in order to achieve a common goal. If a person cannot carry out all of these functions, he practically cannot be accepted by the group as a functional leader (Arfan, 2011: 47).

Leadership style is defined as the behavior or method chosen and used by the leader in influencing the thoughts, feelings, attitudes and behavior of members or subordinates (Nawawi, 2003: 113). Leadership style is a behavioral norm of others, or it can also be said that leadership style is a consistent pattern of behavior shown by a leader who tries to influence the activities of others. A leader has the capacity to read the situation he faces and adjust his leadership style according to the situation, even though this adjustment is only temporary. Each leader has his own unique or distinctive traits, habits, character and personality, so that his behavior and style distinguishes him from other leaders.

The task of a leader in realizing employee job satisfaction, another thing that influences it is work facilities. Without adequate facilities, the role of employees will feel bored and less enthusiastic in carrying out their duties. This is due to the dissatisfaction of the employees themselves towards their work. So in other words, to be able to give employees a sense of satisfaction with their work is to have adequate facilities.

Leadership style and work facilities are one of the factors that can affect job satisfaction for every employee, the better the leadership style and work facilities, the higher the level of employee job satisfaction, and vice versa the worse and ineffective leadership style and work facilities will affect job satisfaction. employee. The results of previous studies show different results. The differences in the results of previous studies and the underlying theory, encourage researchers to conduct further research.

2.   RESEARCH METHOD

2.1 Measurement of Research Variables

In this study, the researcher uses a qualitative and quantitative approach where the data obtained later is in the form of non-numerical information or data in the form of words, sentences, and statements that are studied or studied using quantitative tools to obtain the right understanding so as to produce conclusions. The conclusions are to determine and analyze the influence of leadership style on employee job satisfaction, the effect of work facilities on employee job satisfaction and to determine the effect of leadership style and work facilities on employee job satisfaction. This research consists of two variables, namely the independent/independent variable and the dependent/bound variable. The independent/independent variable as a variable (X), in this study consists of two sub-variables, including: Democratic Leadership Style (X1) and Work Facilities (X2). The dependent variable in this study is Employee Job Satisfaction (Y).

In this study, the researcher explains the causal relationship between the variables through hypothesis testing, so this research is no longer called descriptive research but is research on hypothesis testing or explanatory research.

2.2 Research sites

Central Tapanuli Regency is one of 33 regencies/cities in North Sumatra Province, whose territory is in the West Coast Region of North Sumatra Province. The geographical condition of Central Tapanuli Regency is at the coordinates of 1°11'00" - 2°22'0" North Latitude and 98°07' - 98°12' East Longitude with an area of 6,194.98 km² covering 2,194.98 km² of land area and 4,000 km² sea area.

2.3 Population and Research Sample

In this study, the population was Civil Servants of the Regent's Office of Central Tapanuli Regency, amounting to 126 people. This study uses the head of the department and staff as the research sample. That is, here the researcher wants to examine civil servants from class III/A and above. With this sampling method, it is hoped that the results will tend to be closer to the real value and it is hoped that it will also minimize the occurrence of errors / deviations in population values.

2.4 Data Types and Sources

The type of data used in this study is quantitative data in the form of values or scores for the answers given by respondents to the questions in the questionnaire.

Sources of data in this study are: Primary Data, namely data obtained directly from respondents who were selected at the research location. Primary data was obtained using a questionnaire method which was distributed to employees at previously determined research locations; Secondary Data, namely data obtained by researchers indirectly through intermediary media (obtained and recorded by other parties). Secondary data is generally in the form of evidence, historical records or reports that have been compiled in published or unpublished archives (documentary data). The secondary data of this research was obtained by using the library research method and accessing websites and websites.

2.5 Method of collecting data

The data collection methods used in this study were a list of questions (questionnaires), literature study (library research), accessing websites and websites.

2.6 Data Quality Test

Data Quality Test Quality and good research results can be obtained if the series of research carried out must be good too. Careful planning is absolutely necessary, then the tools used must also be in good condition. the tools used are tested first. This is intended so that the data obtained are valid and reliable.

Testing the validity of the data in this study was carried out statistically by calculating the correlation between each question and the total score using the Pearson Product Moment Correlation method. The data is declared valid if the value of rcount which is the value of Corrected Item-Total Correlation > from rtable at a significance of 0.05 (5%). Testing the reliability of the instrument using a single score test at a significant level of 5%.

2.7 Data analysis technique

a. Measurement Scale Technique

Measurements in this study were carried out quantitatively, namely to be able to determine the effect of leadership style and work facilities on employee job satisfaction at the Regent's Office of Central Tapanuli Regency. Therefore, the data analysis used in this research is the analysis technique of the respondent's level of agreement. In this case, the measurement of the level of agreement uses a scale developed from the Likert scale which is an interval scale (Sekaran, 2006).

b.   Statistical Analysis Method
Multiple Linear Regression Analysis

The linear regression analysis method serves to determine the effect/relationship between the independent variables (internal control, leadership style and work facilities) and the dependent variable (employee job satisfaction). Multiple linear regression analysis will be used (multiple regression analysis).

c.   Classical Assumption Test Analysis

The classical assumption test has the aim of knowing and testing the feasibility of the regression model used in this study. The conditions that must be met are that the data must be normally distributed, multicollinearity, and heteroscedasticity.

d.   Statistical Test

Testing this hypothesis is useful for checking or testing whether the regression coefficient obtained is significant or statistically its value is not equal to zero. Hypothesis tests include testing the coefficient of determination R^2, simultaneous testing (F test) and individual parameter significant tests (t-test).

3.   RESULTS AND DISCUSSIONS

3.1   Classic assumption test

The classical assumption test in this study was carried out using the SPSS version 20 statistical program.

a.   Normality test

Table 1. Normality Test
One-Sample Kolmogrov-Smirnov Test

		Unstandardized Residual
N		80
Normal Parameters, b	mean	0E-7
	Std. Deviation	1.1607363
Most Extreme Differences	Absolute	.087
	Positive	.087
	negative	-.072
Kolmogorov-Smirnov Z		.783
asymp. Sig. (2-tailed)		.573

a.   Test distribution is Normal.
b.   Calculated from data.

Based on the data processing in Table 1, the Asymp value is obtained. Sig. (2-tailed) above the number 0.05 (0.573 > 0.05), thus it can be concluded that the regression model meets the assumption of normality.

b.   Multicollinearity Test

The multicollinearity test aims to test the correlation between the independent variables. If there is a correlation, it is called multicolline, that is, there is a multicollinearity problem. A good regression model should not have a correlation between the independent variables. The results of data processing can be seen in the following table:

Table 2. Multicollinearity Test
Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	T	Sig.	Collinearity Statistics	
	B	Std. Error	Beta			Tolerance	VIF
(Constant)	.493	1,292		.382	.704		
1 Leadership_Style	.087	.064	.070	1.351	.181	.422	2,369
Job satisfaction	.469	.037	.783	12,708	.000	.294	3,400

a. Dependent Variable: Job Satisfaction.

In Table 2 it can be seen that the tolerance value of all independent variables is greater than the determination value of 0.1 and the VIF value of all independent variables is smaller than the determination value of 5. Therefore, the data in this study is said to have no multicollinearity problems.

c.   Heteroscedasticity Test

In carrying out heteroscedasticity testing, it can be done in two ways. First, through graph analysis by reading the Scatterplot graph, where there is no heteroscedasticity if the points spread randomly, do not form a certain clear pattern, and are spread both above and below zero on the Y axis. Second, through analysis statistics conducted through the glejser test, where there is no heteroscedasticity if there is no independent variable that is statistically significant affecting the dependent variable.
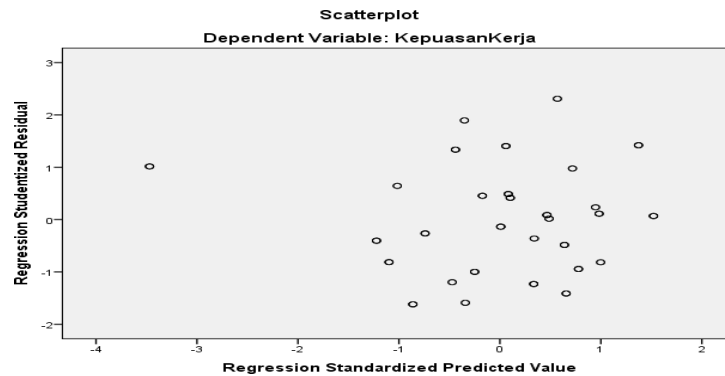

Figure 1. Heteroscedasticity Test Scatterplot

The scatterplot image shows that the points are randomly distributed, spread both above and below zero on the Y axis and do not form a clear particular pattern. Therefore, the regression model is said to have no heteroscedasticity.

Table 3. Glejser test
Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	1983	.733		2,704	.008
	Leadership_style	.012	.037	.057	.328	.744
	Facility_work	.008	.021	.082	.395	.694
	Job satisfaction	-.026	.020	-.282	-1.284	.203

a. Dependent Variable: ABSUT

In Table 3 it can be seen that there are no independent variables or independent variables that are statistically significant affecting the dependent variable or dependent variable. This is indicated by the value of Sig. independent variables that are greater than the significant value of 0.05. So, the regression model does not experience heteroscedasticity.

d.   Multiple Regression Analysis

Multiple linear regression analysis is intended to predict how the condition (increase and decrease) of the dependent variable will be if two or more independent variables as predictor factors are manipulated (increase in value).

Table 4. Multiple Linear Regression Analysis Test
Coefficientsa

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
	(Constant)	.493	1,292		.382	.704

1	Leadership_Style	.087	.064	.070	1,751	.027
	Facilities_Work	.469	.037	.783	12,708	.000

a. Dependent Variable: Audit Delay

e.   Research Hypothesis Testing Analysis
• **R2 Test (Coefficient of Determination)**

The determinant is used to see how much influence the independent variable has on the dependent variable. If the determinant (R2) is greater or closer to one, then the influence of the independent variable (X1, X2) on the dependent variable (Y)   stronger. If the determinant (R2) is getting smaller or closer to zero, then the influence of the independent variable (X1, X2, X3) on the dependent variable (Y) is getting weaker.

Table 5. Results of the Coefficient of Determination
Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.957a	.915	.912	1.18342

a.   Predictors: (Constant), Work Environment, Promotion Opportunities, Training

Table 5 shows that the value of r = 0.957 means that the relationship between the independent variables (democratic leadership style and work facilities) on the dependent variable (employee job satisfaction) is 95.7%, meaning that the relationship is very close. The Adjusted R2 figure or determinant of 0.912 means the variable independent, namely democratic leadership style (X1), work facilities (X2 is able to explain the dependent variable, namely employee job satisfaction (Y), of 91.2% and the remaining 8.8% is influenced by other variables not examined in this study.

• **Simultaneous Significant Test (F-Test)**

The F test was conducted to test whether the variables of leadership style (X1), work facilities (X2), together or simultaneously have a significant effect on job satisfaction of the employees of the Central Tapanuli Regent's Office.

Table 6. Simultaneous Significance Test Results (F-Test)
ANOVAa

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	1146,313	3	382104	272.836	.000b
	Residual	106,437	76	1,400		
	Total	1252.750	79			

a.   Dependent Variable: Job Satisfaction
b.   Predictors: (Constant), Leadership_Style, Work_Facilities

In Table 6 it can be seen that the Fcount is 272,836 with a significance level of 0.000. Because the significance level is 0.000 <0.05, this indicates that H0 is rejected and Ha is accepted, which means that the independent variables, which consist of democratic leadership style and work facilities, have a positive and significant effect on the dependent variable, namely employee job satisfaction. .

The results of statistical analysis show that democratic leadership style and work facilities together have a positive and significant effect on employee job satisfaction. This indicates that the overall variables of democratic leadership style and work facilities have an effect on job satisfaction of the employees of the Central Tapanuli Regent's Office.

4.   CONCLUSION
Based on the results of the analysis that has been carried out, the researchers can draw conclusions simultaneously, democratic leadership style and work facilities have a positive and significant effect on job satisfaction of the employees of the Central Tapanuli Regent's Office. Partially, democratic leadership style and employee work facilities have a positive and significant effect on employee job satisfaction, but the dominant one affects job satisfaction of employees at the Central Tapanuli

Regent's Office variable work facilities. Adjust R or determinant of 0.912 means that the independent variables, namely democratic leadership style and work facilities are able to explain the dependent variable, namely employee job satisfaction of 91.2% and the remaining 8.8% is influenced by other variables not examined in this study.

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