THE INFLUENCE OF LEADERSHIP AND MOTIVATION ON THE PERFORMANCE OF CIVIL SERVANTS AT PALU COURTHOUSE CENTRAL SULAWESI

Darwis D Marpaung, Sulaeman Miru, Bakri Hasanudin
Email: darwisd_marpaung@yahoo.co.id
Economics and Business Faculty Of Tadulako University

ABSTRACT

This study aims to determine the influence of leadership and motivation, simultaneously influencing the employees' performance at the Courthouse of Palu, Central Sulawesi and the influence of leadership partially on the employees' performance at the Courthouse of Palu, Central Sulawesi. The population and sample in this study were the entire employees of the Courthouse of Palu, Central Sulawesi which were 60 people. The method of the study applied was descriptive through multiple regression analysis. The results show that leadership and motivation variables simultaneously have a significant influence on the employees' performance of the Courthouses of Palu, Central Sulawesi, with an R-Square value is 0.611 on sig. 0.000. The leadership variable significantly influences the employees' performance with a regression coefficient is 0.507 at sig 0.000; motivation notably influences the employees' performance with a regression coefficient is 0.538 at sig 0.011.

Keywords: Leadership, Motivation and Performance

INTRODUCTION

Court as an institution in charge of handling every legal problem in the field of justice in Indonesia, hold a crucial role. The judiciary as one of the pillars of democracy that maintains the dignity of the rule of law is required to be able to provide a sense of justice for people seeking justice. This requires changes in order to accelerate the realization of the vision and mission of the Supreme Court, namely the vision of the Supreme Court to realize a great judiciary, the mission of the general judiciary consisting of: 1. maintaining the independence of the judiciary, 2. providing fair legal services to justice seekers, 3. Improving the quality of the judiciary's leadership, and 4. Increasing the credibility and transparency of the judiciary.

Performance is often associated with the results of the work done by someone on something he does. If it is good, then the performance is considered positive and if it is bad, then the performance is considered negative. Mangkunegara (2012:67) suggests that employee performance is the result of work in quality and quantity achieved by an employee in carrying out his duties in accordance with the responsibilities he gives.

Positive performance is really important for the development of a government institution, it requires its employees to always perform well and continue to improve from time to time. The performance of employees in an institution can be measured through quantitative measures based on standards that have been determined by the institution itself. From that standard, it can then be seen and evaluated whether the performance is positive and continues to improve or otherwise has

been determined by the government institution itself. From that standard, it can then be seen and evaluated whether the performance is positive and continues to improve or vice versa.

The performance of Court in Palu, Central Sulawesi Province, as an extension of the Supreme Court, is currently not optimal. This is clearly illustrated in the disturbed coordination and synchronization due to sectoral egos in each field in the Palu District Court, Central Sulawesi. not to mention the protracted cases court session schedule which does not fit into the proper schedule.

Weaknesses in coordination, synchronization between employees of Court in Palu Central Sulawesi District and community dissatisfaction due to unsatisfactory services from Court in Palu Central Sulawesi District are indicators of performance weaknesses that Court in Palu Central Sulawesi District must address, because these problems will affect the quality of services provided by Court in Palu Central Sulawesi District.

This is inseparable from several key variables, namely; leadership in moving the organization to be more dynamic and act, as well as motivation to work and pursue a better career than its employees so as to produce good output and can provide satisfaction for the community.

Rivai (2012: 53) states that: "Leadership is the ability of a leader to influence others by provoking the growth of positive feelings in the people he leads to achieve the desired goals". If leadership goes well, employees will feel job satisfaction and support from employees will be able to help leaders in their work so as to produce the best performance. Therefore, strong leadership is needed in the Palu District Court in order to create a good and structured working relationship that leads to excellent service.

Winardi argues (2016: 6) that motivation is a potential force that exists within a human being, which can be developed independently or developed by a number of external forces which essentially revolve around monetary rewards and non-monetary rewards, which can positively affect the results of their performance. or negative. There needs to be a strong motivation in the form of innovation and creation of the employees of the Palu Central Sulawesi District Court in order to improve performance, which will ultimately result in satisfaction for justice seekers at the Palu Central Sulawesi District Court.

The two variables stated above are; leadership, and motivation affect the performance of the Palu Central Sulawesi District Court Employees in producing excellent service. Employee performance itself is defined by Siagian (2016: 227) as a person's overall ability to work in such a way as to achieve work goals optimally and various targets that have been created with sacrifices that are in a smaller ratio compared to the results achieved.

Based on the reasons and considerations above that can support the research conducted, the authors would like to submit a research entitled "The Influence of Leadership and Motivation, Against the Performance of the Palu District Court Employees, Central Sulawesi".

METHOD

Types of research

The type of research used is quantitative research, which is research on research that is descriptive and tends to use analysis or can be interpreted as a problem-solving procedure by describing the state of the subject or object of research (a person, institution, community and others). Quantitative research that intends to provide an explanation of the causal relationship between variables through hypothesis testing.

Data collection technique

In this study using data collection methods with the following steps ;

1. Questionnaire

The questionnaire technique (questionnaire) is a data collection by providing or distributing a list of questions to respondents with the hope that respondents will provide responses and responses to the list of questions that are given in a closed and alternative nature to be chosen, especially those related to the variable performance of the Palu Sulawesi District Court employee. Middle in relation to leadership and motivation.

2. Interview

The interview technique is a data collection technique whose implementation can be carried out directly with the interviewees, in this case the Palu District Court Officer, Central Sulawesi. The data or information needed during the interview is to complete as well as cross check the data collected through the questionnaire.

3. Documentation

The technique of collecting data through documentation is collecting data through important documents (hardcopy) such as organizational structure, vision and mission of the institution as well as other data owned by the Palu District Court, Central Sulawesi.

4. Library Research (Library Research)

Namely efforts made to obtain information by reading and studying books / literature that can be used as references with problems to be analyzed by the author.

Population and Sampling Techniques

This study used 3 variables (2 independent + 1 dependent), the number of samples in this study was 60 people. Because the total population is only 60 people, all the population is a sample. Population according to Sugiyono (2010), is a generalization area consisting of objects or subjects that have certain qualities and characteristics determined by researchers to be studied and then drawn conclusions. In this study, all populations were sampled because the population was less than 100 people. This is in line with the opinion of Arikunto (2005), that if the total population is less than 100 people, then the total number of samples is taken.

To test the research instrument used the following tests :

a. The validity test on the questionnaire serves to test whether the question items in the questionnaire can be used as a measuring tool or not. Validity test is done by testing the correlation of item scores with the total score of each variable. Sugiyono's opinion (2010:267) states that the validity of a research instrument can be seen from the corrected item-total correlation value obtained, if the value is above 0.30 then the instrument is declared valid, but if it is below 0.30 then the instrument is invalid. . Testing the validity of the research instrument above, was carried out before the data was processed using multiple linear regression statistical analysis tools for hypothesis testing. Sources of data testing this research are the results of responses from 30 employees of the Palu District Court, Central Sulawesi Palu.

b. The reliability test according to Sugiyono (2010: 354) is carried out to find out how far the measurement results remain consistent when two or more measurements are made of the same symptoms using the same measuring instrument. The reliability test is intended to determine whether the data collection tool basically shows the level of accuracy, accuracy, stability, or consistency when re-testing the same symptoms. In this study, the reliability test uses the Alpha Croncbach coefficient (α), an instrument can be called reliable if > table value.

Malhotra in Solimun (2002:71) explains that an instrument is said to be reliable when it meets the standard Cronbach's alpha coefficient greater than 0.60 60 (α 0.60).

RESULTS AND DISCUSSION

Results

Central Sulawesi, multiple linear regression analysis was conducted due to the influence of leadership style and motivation on employee performance at the District Court of Palu,. The level of confidence used is 95% with a significant level ($\alpha = 0.05$). With the rule of taking, that is, if the significance value obtained is smaller than the significant level ($\alpha = 0.05$), then the value obtained can be said to have a significant effect.

Table 1
Multiple Linear Regression Analysis

Dependent Variable Y = Performance				
Independent Variable	B	Std. Error	$T_{counted}$	Sig.t
(*Constant*)	9,853	3,946	2,497	0,015
Leadership_X1	0,507	0,126	4,034	0,000
Motivation_X2	0,538	0,204	2,643	0,011
Constanta : 1,165 R Square : 0,611 Dependent Variable: KinerjaY				

Source : (result of data precessing of 2021)

Based on Table 1 of the multiple linear regression recapitulation above, it can be entered into the multiple linear regression equation through the value of the regression coefficient (B). For more details, the form of the equation can be seen in the following description :

$$Y = 9,853 + 0,507X_1 + 0,538X_2$$

The equation above shows that the independent variables analyzed in the form of variables (X1, X2,) have an influence on the independent variable (Y). From the above equation can be explained :

1. The constant value of 9.853 is a constant value, which means that if the leadership and motivation variables are constant, the performance value is 9.853.
2. Leadership (X1) with a coefficient value of 0.507 indicates that the leadership variable has a positive effect on the performance of the Palu District Court employees, meaning that if the leadership is good and increases, the performance will be better.
3. Motivation (X2) with a coefficient value of 0.538 indicates that the motivation variable has a positive effect on the performance of the Palu Central Sulawesi District Court employees, meaning that the higher the motivation, the better the performance.

Determination Correlation

Based on the multiple linear regression recapitulation table, it can be seen the results of the analysis of the magnitude of the influence of the independent variable (X) simultaneously on the dependent variable (Y), namely the influence of leadership and motivation, on the performance of the Palu District Court of Central Sulawesi with a coefficient of determination R Square of 0.611. This value means that the overall influence of the independent variables of leadership and motivation, (X1, X2,) on the dependent variable (Y), namely the performance of the Palu Central

Sulawesi District Court employees in this study is 61.1%, while the remaining 38.9% is influenced by other variables. which were not included in this study.

Hypothesis Testing Results

The results of hypothesis testing in this study are intended to see whether leadership, and motivation, affect the performance of the Palu District Court employees, Central Sulawesi.

1. Simultaneous Test Results (F Test)

In the tests carried out, the results obtained indicate that Sig F is smaller than the tolerance alpha with a significance level of $0.000 < 0.05$. From the results of the Sig F test, it is clear that simultaneously all independent (independent) variables are eligible to explain the dependent (dependent) variable, this indicates that leadership, and motivation simultaneously significantly influence the performance of the Palu District Court employees, Central Sulawesi and can concluded that the first hypothesis in this study can be accepted.

2. Partial Hypothesis Test (t Test)

The t-test is intended to determine the effect of each independent (independent) variable on the dependent (dependent) variable. Based on the results of the t-test conducted, it can be concluded several things as follows :

a. Leadership Variable (X1)

The Tcount value for this variable is 4.034 . Meanwhile the value in the 5% distribution table is 1.672. Then Tcount (4.034) > Ttable (1.672) and the significance value ($0.000 < 0.05$) means that the Leadership variable (X1) has a significant and significant effect on performance.

b. Motivation Variable (X2)

The Tcount value for this variable is 2,643. Meanwhile the value in the 5% distribution table is 1.672. Then Tcount (2.643) > T table (1.672) and the significance value ($0.011 < 0.05$) means that the Motivation variable (X2) has a significant and significant effect on performance.

Discussions

Based on the results of hypothesis testing that has been carried out, further discussion will be carried out on the results of the Effect of Leadership, and Motivation on the Performance of the Palu District Court Employees, Central Sulawesi. From the test results it is clear that partially (individually) all independent variables affect the dependent variable. The explanation of the effect of variable X on variable Y, either simultaneously or partially, is as follows :

The Influence of Leadership, and Motivation, on the Performance of Civil Servants at the Palu District Court, Central Sulawesi

The results of the study indicate that leadership and motivation simultaneously have a significant effect on the performance of the Palu District Court, Central Sulawesi. This shows that the variation of the increase and decrease in the performance of the Palu Central Sulawesi District Court employees can be explained by changes in leadership, and motivation. Mangkunegara (2015) states that employee performance is the result of work in quality and quantity achieved by an employee in carrying out his duties in accordance with the responsibilities given to him.

Based on the results of the research conducted, it is known that the sub-variable (dimension) that gives the largest contribution in shaping performance is the sub-variable (dimension) of the quality of work which consists of indicators following SOPs and quality legal services. This confirms that the quality of work and legal services for justice seekers is an absolute and very

necessary thing in order to produce the excellent service quality needed by the community from the Palu District Court, Central Sulawesi. Leadership and Motivation, this is what can encourage the employees of the Palu Central Sulawesi District Court to try to improve their performance from day to day.

The Influence of Leadership on the Performance of the Palu District Court Employees, Central Sulawesi

Based on the results of the study, it is known that partially leadership has a positive and significant effect on the performance of the Palu District Court, Central Sulawesi. These results also explain that changes in performance can be influenced by variations in leadership changes of the Palu District Court employees, Central Sulawesi.

The influence of planners, initiators, controllers, supporters, informers and evaluators is used to measure leadership in the Palu District Court employees, Central Sulawesi. The results showed that the sub-variable (dimension) of the planner was the element that gave the highest contribution in shaping the performance of the employees of the Palu District Court, Central Sulawesi.

The planner sub-variable (dimension) consists of indicators of organizational governance which indicate that the leader knows about good and correct organizational arrangements, as well as indicators of proper delegation of tasks from the leadership so as to produce a dynamic organizational wheel rotation and in accordance with applicable SOPs.

Fahmi (2016:122), "Leadership is a science that studies comprehensively about how to direct, influence, and supervise others to do tasks in accordance with the planned orders".

The Effect of Motivation on the Performance of the Palu District Court Employees, Central Sulawesi

Based on the results of the study, it is known that partially motivation has a positive and significant effect on the performance of the Palu District Court employees, Central Sulawesi. These results also explain that changes in performance can be influenced by variations in changes in motivation of the employees of the Palu District Court, Central Sulawesi.

The influence of the need for power, the need for achievement and the need for affiliation is used to measure the work motivation of the employees of the Palu.

CONCLUSIONS

Based on the results of the analysis, as well as the discussions that have been carried out previously, the researchers draw the following conclusions :
1. Leadership and motivation simultaneously have a significant positive effect on the performance of the Palu District Court, Central Sulawesi. The results of the study show that leadership and motivation have an important meaning in moving and dynamizing the organization in order to achieve the desired goals at the Palu District Court, Central Sulawesi, in this case. achieve the vision and mission of the court.
2. Leadership partially has a positive and significant effect on the performance of the Palu District Court, Central Sulawesi. Function leadership has a large portion of the organization's running in mobilizing existing human resources to achieve organizational goals, and this can also be seen in the Palu District Court, Central Sulawesi.
3. Motivation partially has a positive and significant effect on the performance of the Palu District Court, Central Sulawesi. The importance of motivation in generating creativity and

employee enthusiasm is also realized by employees at the Palu District Court, Central Sulawesi, of the three sub-variables all of which support this although there are still gaps to further increase motivation through various other positive things.

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