
**THE RELATIONSHIP OF LEADERSHIP AND MOTIVATION TO
THE PERFORMANCE OF BAH KAPUL PUSKESMAS
EMPLOYEES IN THE WORKING AREA OF
SIANTAR SITALASARI SUB-DISTRICT
PEMATANGSIANTAR CITY**

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Abstract

An organization must have a leader who is able to influence, direct and guide employees in the organization. The relationship between motivation and employee performance is that the higher the motivation of employees in work, the resulting performance is also more effective and competent in their field. The performance value of Puskesmas employees in North Siantar Sub-District is low, namely the coverage of health service outcomes with an achievement level of $\leq 80\%$. This study aims to determine the relationship between leadership and motivation with the performance of employees of the Bah Kapul Health Center in Siantar Sitalasari District, Pematangsiantar City in 2017. The design of this study was cross-sectional analytic with a sample size of 41 person. Samples were taken using the Total Population Sampling technique. The data collection tool was a questionnaire and data analysis was carried out using univariate and bivariate (chi-square) methods. The results showed that there was a significant relationship between leadership and the performance of Bah Kapul Health Center employees in Siantar Sitalasari District, Pematangsiantar City in 2017, the P Value was $0.029 < \alpha (0.05)$ and there was a significant relationship between motivation and the performance of Bah Kapul Health Center employees in Siantar District Sitalasari City of Pematangsiantar In 2017, the P Value was $0.002 < \alpha (0.05)$. It is hoped that consistent and continuous training will improve the management capabilities of the head of the puskesmas and motivate employees so that they are able to improve performance. The results showed that there was a significant relationship between leadership and the performance of Bah Kapul Health Center employees in Siantar Sitalasari District, Pematangsiantar City in 2017, the P Value was $0.029 < \alpha (0.05)$ and there was a significant relationship between motivation and the performance of Bah Kapul Health Center employees in Siantar District Sitalasari City of Pematangsiantar In 2017, the P Value was $0.002 < \alpha (0.05)$. It is hoped that consistent and continuous training will improve the management capabilities of the head of the puskesmas and motivate employees so that they are able to improve performance. The results showed that there was a significant relationship between leadership and the performance of Bah Kapul Health Center employees in Siantar Sitalasari District, Pematangsiantar City in 2017, the P Value was $0.029 < \alpha (0.05)$ and there was a significant relationship between motivation and the performance of Bah Kapul Health Center employees in Siantar District Sitalasari City of Pematangsiantar In 2017, the P Value was $0.002 < \alpha (0.05)$. It is hoped that consistent and continuous training will improve the management capabilities of the head of the puskesmas and motivate employees so that they are able to improve performance. 05) and there is a significant relationship between motivation and performance of Bah Kapul Community Health Center staff in Siantar Sitalasari District, Pematangsiantar City in 2017, the P Value is $0.002 < \alpha (0.05)$. It is hoped that consistent and continuous training will improve the management capabilities of the head of the puskesmas and motivate employees so that they are able to improve performance. 05) and there is a significant

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relationship between motivation and performance of Bah Kapul Community Health Center staff in Siantar Sitalasari District, Pematangsiantar City in 2017, the P Value is $0.002 < \alpha (0.05)$. It is hoped that consistent and continuous training will improve the management capabilities of the head of the puskesmas and motivate employees so that they are able to improve performance.

Keywords: Leadership, Motivation, Employee Performance, Health Workers

INTRODUCTION

Community Health Center known as Puskesmas | is the First Level Health Facility (FKTP) which is responsible for | public health in its working area in one or part of the sub-district area. In Regulation of the Minister of Health Number 75 of 2014 concerning Community Health Centers it is stated that the Puskesmas has the function of organizing Community Health efforts (UKM) and first-level Individual Health Efforts (Menkes RI, 2014). To ensure that the quality management cycle of the Puskesmas runs effectively and efficiently, a Puskesmas Management Team has been established which can also function as the person in charge of quality management at the Puskesmas. The team consists of those in charge of health efforts at the Puskesmas and are fully supported by their respective implementing staff.

Leadership is the ability to influence a group towards achieving predetermined goals. Leadership has a strong influence on the progress of the puskesmas. The quality of leaders is often considered as the most important factor determining the success of a Puskesmas. Effective leaders are able to influence their employees for greater optimism, confidence, and commitment to the goals of the Puskesmas (Darwito, 2008). The second factor identified influencing employee performance is motivation. Motivation is a conscious effort to influence one's behavior so that it leads to achieving the goals of the Puskesmas. Motivation has an impact on a person or individual to involve themselves in activities and work that lead to goals as satisfaction.

In addition, the performance evaluation of puskesmas employees in the Sitalasari District, Pematangsiantar City has never been carried out. Therefore researchers are interested in researching "The Relationship of Leadership and Motivation to the Performance of Bah Kapul Health Center Employees in Siantar Sitalasari District, Pematangsiantar City in 2017".

Formulation of the problem

Based on the background description that has been explained previously, the research problem can be formulated as follows: "Is there a Relationship between Leadership and Motivation with the Performance of Bah Kapul Health Center Employees in Siantar Sitalasari District, Pematangsiantar City in 2017"?

METHODS

Research design

The type of research used is quantitative research with an analytic research design with a cross-sectional approach that aims to determine the relationship between leadership and motivation with the performance of Bah Kapul Community Health Center employees in Siantar Sitalasari District, Pematangsiantar City.

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Location and Time of Research

The research location was at the Bah Kapul Health Center, Siantar Sitalasari District, Pematangsiantar City. The time of the research was carried out from May to August 2017.

Population and Sample

In this research, all employees of the Puskesmas in the Siantar Sitalasari District, Pematangsiantar City, namely the Bah Kapul Health Center, totaling 41 people. (Profile of Pematangsiantar City Health Office, 2015). In this study, the samples obtained by total sampling method. The entire population is used as a sample in this study, or the sample of this research is the total population, namely 41 respondents.

RESULTS AND DISCUSSION

Relationship of Leadership to Employee Performance

From the results of the Chi Square test, a p-value <0.029 was obtained. This means that there is a relationship between leadership and the performance of Bah Kapul Puskesmas employees in the Siantar Sitalasari sub-district, Pematangsiantar city in 2017. According to Robbins (2008), leadership is the ability of a leader to influence his employees to achieve the goals set.

From the results of the research on the Relationship of Leadership and Motivation on Employee Performance at the Bah Kapul Health Center in Siantar Sitalasari District, Pematangsiantar City in 2017, it can be seen that the better the leadership at the Puskesmas, the higher the employee performance. This is because the better the leadership of a Puskesmas head in leading a Puskesmas such as setting a good example, providing encouragement for work, supervising and evaluating the work carried out by employees on an ongoing basis, the performance of the Puskesmas staff will also increase.

Relationship of Motivation to Employee Performance

From the Chi Square test results obtained p-value = 0.029. This means that there is a relationship between motivation and the performance of Bah Kapul Puskesmas employees in the Siantar Sitalasari sub-district, Pematangsiantar City in 2017. The results of Nikmatul Fitri's research (2007), found that some respondents had high work motivation, namely 86.5% and moderate 13.5%. . The performance results show that 70.3% of respondents have high performance and 29.7% of respondents have moderate performance. From the statistical test, it was found that the Pp value for a significant relationship between work motivation and performance was 0.001 with a correlation coefficient of 0.523 which means there is a fairly strong relationship.

According to Sobry Sutikno (2007) intrinsic motivation is motivation that comes from oneself or does not require stimulation from outside and extrinsic motivation is motivation that arises due to influences from outside the individual. The results of this study state that to improve the performance of employees at the Puskesmas, motivation is needed which includes the encouragement of employees who come from themselves which encourages a person to work in the form of awareness of the benefits of work carried out by coming to the Puskesmas according to working hours as well as going home according

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to working hours. Dare to express opinions and report the results of his work to the leadership.

From the results of the research on the Relationship between Leadership and Motivation on Employee Performance at the Bah Kapul Health Center in Siantar Sitalasari District, Pematangsiantar City in 2017, it can be seen that the higher the motivation, the higher the employee performance. It can be seen that there is also motivation that encourages a person to work from outside himself to carry out in the form of a condition that requires employees to do better work, for example because they have the opportunity to continue higher education, get the opportunity to attend training, even get praise when completing good work can improve the performance of puskesmas employees.

CLOSING

Conclusion

Based on the results of the previous research and discussion, the conclusions that can be formulated are as follows:

1. There is a significant relationship between leadership and the performance of employees of the Bali Kapul Health Center in Siantar Sitalasari District, Pematangsiantar City in 2017, the P Value is $|0.029 < \alpha(0.05)$.
2. There is a significant relationship between motivation and performance of Bah Kapul Community Health Center employees in Siantar Sitalasari District, Pematangsiantar City in 2017, the P Value is $0.002 < \alpha(0.05)$.

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