THE INFLUENCE OF LEADERSHIP STYLE AND WORK STRESS ON EMPLOYEE PERFORMANCE IN HUTA BAYU RAJA SUB-DISTRICT OFFICE

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Abstract

Study This aim For see Influence of Leadership Style and Stress Work on Employee Performance Good in a manner Partial nor simultaneously at the Huta Bayu Raja District Office . Type research used _ is quantitative . Population in study This is employee office sub-district head Huta Bayu Raja, totaling 31 people and determination amount sample in study This that is with make population become sample , however No including Head Camat , the reason that became subject influence in research This is Head Camat . So that sample study This amounted to 30 respondents . Research data sources This is primary data with using research instruments form questionnaire . Method data collection used is survey research . Study This use analysis multiple linear regression For analysis statistics and regression models has tested especially formerly in the assumption test classic . Research results state that testing in a manner Partial Demonstrate Leadership Style influential positive significant on Employee Performance at the Huta Bayu Raja District Office , and testing in a manner Partial show stress Work influential negative significant on Employee Performance at the Huta Bayu Raja District Office . kindly together Leadership Style and Stress Work influential significant on Employee Performance at the Huta Bayu Raja District Office . In t $_{test}$ count 2,923 > 1,703 t $_{table}$, with mark significant 0.007 <0.05 stated there is influence significant between style leadership to performance employee at Huta Bayu Raja District Office . In t $_{test}$ count -0.773 < 1.703 t $_{table}$, with mark significant 0.446 > 0.05 declared No exists influence between stress Work to performance employee at Huta Bayu Raja District Office . In the f test $_{count}$ 4.461 > 3.32f $_{table}$, with mark significant 0.021 < 0.05 stated in a manner together there is influence significant between style leadership and stress Work to performance employee at Huta Bayu Raja District Office . The leadership style used in study This is style leadership democratic , where leader camat always involve employee in every discussion taking decision as well as leaders who don't egotistical and exemplary .

Keywords : _ Leadership Style , Stress Work , Employee Performance .

INTRODUCTION

In something organization agency or company need man For reach goal . Success something organization / institution in reach the goal No regardless relation from source Power possessed human resources , because human resources will organize and manage source other powers _ organization For help realize objective organization That alone . In matter This source Power human needed _ is source Power humans who have good performance . _ All organization or institution what we can be certain of is have specific strategies For reach objective the organization . For reach objective the needed cooperation and expertise between individual For increase performance , for reach target the should organization must notice possible factors _ influence performance employee . Influencing factors _ performance employee among others is style leadership and stress work .

Leader is something wholeness tree in every sector in life . A leader must own soul leadership For guide subordinate . Basically _ leadership is one _ function strategic

management , because _ leadership can move , empower , and direct source Power in a manner effective and efficient toward achievement purpose . Existence leadership become more important For develop vision and mission future organization . _ Moment observe connection leader with followers in perspective power , there are two kinds source pushing power _ leader in act , that is power position and *power* _ _ personal *(personal power*). Leadership in perspective the power you have leader can seen from Camat as leader in government district . Existence Camat as a leader in administration in the district is a moving person in guiding , guiding , moving others. it _ in accordance with the opinion of John Gage Allee (Kartono 2003) said leader is guide , guide , guide , and commander . In implementation his job as Camat , must involve member employee . Member employee is one _ must element _ involved in the governance process . Leader can said as good leader _ when can involve aspirations member employee For repair his leadership . Involvement the started from planning , implementation , up to evaluation . on a organization governance , success or failure in implementation service member employees , influenced by leadership , through leadership and supported by adequate governance , then _ implementation of good governance (*good* governance) will realized , on the contrary weakness leadership is one _ because collapse performance bureaucracy in Indonesia. According to Wikipedia " Leadership is A field research as well as a skills practical that includes ability somebody or A organization to " lead " or mentoring other people, teams , or whole organization " .

In life organization , style leadership a leader is important thing _ noticed . Leadership in A organization demanded For Can make individuals deep the organization he leads Can behave in accordance what the leader wants _ For reach objective organization . So from That a leader must Can understand behavior the individuals inside the organization he leads For Can find style proper leadership _ for the organization .

Other influencing factors performance employee is stress work . According to (Sunyoto , 2013:42) that stress is something that is natural and experienced by whom just including employee . Stress experienced by employees _ can caused by various factor that is internal and external factors . (Suyoto , 2013:44) excessive stress levels cause employee in depressed condition _ No capable Again overcome task too _ solid . because _ That organization must can manage How impact stress _ negative to performance diverted become impact positive , though thereby responsibility manage stress This No only charged to organization but also individual employee . stress is condition effect tension _ to emotions , way thoughts and conditions physique someone . No stress _ overcome with Good usually result in incapacity somebody interact in a manner positive with the environment is fine in an environmental sense his job nor outside . _ It means employee in agency will face various symptom negative effect on performance _ in work .

LITERATURE REVIEW

Study Previously

Research results Moralika Ayu Anggraini and Siti Sunrowiyati (2017) prove it that stress work and style leadership own influence significant to performance employees of PT BPR Mulya Sri Rejeki Wlingi .. Furthermore Mawarni Bahari (2019) style leadership and stress Work in a manner together influential to performance employee Pulp Making Department 8 & 9 PT. Indah Kiat Pulp and Paper Tbk maiden .

Framework Thoughts

Framework thinking is a model or picture in form concept explained _ connection between One variables and variables other . Framework thinking in study This consists from variable independent or variable free namely Leadership Style and Stress work . Variable independent is influencing variables _ other variable nature stand alone . Whereas variable dependent or variable bound in study This is Employee Performance . Variable dependent is variables that are influenced by several other variable nature No can stand alone .

Leadership Style

Leadership style is pattern thorough from action a leader looks good _ nor No seen by his subordinates . Leadership style describe consistent combination _ from underlying philosophy , skills , traits and attitudes _ behavior someone . Leadership style show in a manner direct nor No direct about belief a leader to ability his subordinates . It means style leadership is behavior and strategy as results combination from philosophy , skills , traits , attitudes that often applied a leader when He try influence his subordinates . So that style best leadership _ is something style that can maximize productivity , satisfaction work , growth and easy adapt with all situation (Veithzal Rivai and Dedy Mulyadi , 2009:3).

stress Work

According to Mangkunegara (2005:157) stress Work is pressing feeling _ or feel experienced stress _ employee in face job . stress Work This can raises emotion No stable feeling _ No calm down , like alone , it's hard sleeping , smoking overkill , no Can relax , anxious , tense , nervous , pressure blood grow and experience disturbance digestion .

Performance

According to Mangkunegara (2009:67) Performance is results Work in a manner quality and quantity achieved by a _ employee in carry out his job in accordance with not quite enough answer given _ to him . Performance in English _ called with *Job Performance* or *Actual Performance* or *Level or Performance* , which is level success employee in finish his job . Performance is not is characteristics individual , like talent , or ability , however is embodiment from talent or ability That alone .

RESEARCH METHODS

Type Study

Method research used _ in study This is method study quantitative . Arikunto (2006:12) argues study quantitative is approach lots of research demanded use number , start from data collection , interpretation to the data , as well appearance result .

Research Locations

Research location This conducted at the Huta Bayu Raja Sub-district Office which is located at Huta Bayu Raja, Regency Simalungun , Prov. North Sumatra, 21182, Indonesia. Held start August 19-28 2021 .

Population

According to Sekaran (2006:121) population refers to a group of people, events , or matter the interest you want researcher investigation . Population in study is the desired area investigated by researchers . Population in study This is whole employees in the Huta Bayu Raja District Office

Sample

According to Sugiyono (2013: 120) sample is part from the number and characteristics possessed by the population the . Sample in study This is employee at the District Office of Huta Bayu Raja.

Data Source

For compile something work scientific required data, ie in the form of primary and secondary data . As for understanding from those data is as following :

a. Primary data, is the data obtained in a manner direct from respondent . this data collected with use technique observation direct through deployment questionnaire , that is with distribute a list of questions .

b. Secondary data is source of research data obtained in a manner No direct from the source but through intermediary media . Like books literature , magazines , newspapers or _ from the website.

Method Data Collection

Method data collection is method used _ For collect data and information other in research . As for the types method data collection on research This is as following :

c. Questionnaire / Questionnaire based on suitability between level or scale measurement and method data collection , then instrument used _ in study This is questionnaire . Data collection was carried out through deployment drafted questions _ in One gathering to respondent . Form questionnaire characteristic closed that is respondent given alternative choice answers on each question . Whole variable will be measured use LIKERT scale :

STS	= Absolutely not agree
TS	= No agree
N	= Neutral

S   = Agree

SS   = Strongly agree

Data Quality Test

Quality test instrument aim know consistency and accuracy of the data collected . How to test done with validity test and reliability test from the data that has been got through questionnaire respondent .

Validity Test

Validity test used For measure validity _ something instrument measurement used , meaning _ capable For disclose something will _ measuredby questionnaire (Ghozali , 2011).

Validity test done with using Person Correlation ie with see correlation between score of each item in questionnaire with the desired total score measured .

Simultaneous Test (Test F)

Test it used For know how much big variable style leadership and stress Work in a manner together influential on performance variables employee . F test analysis was performed with compare f arithmetic and f table , However before compare the f value must determined level trust and degree freedom = n-(k-1) in order to get determined mark critical . The alpha value used in study This is of 0.05. Where are the criteria taking decision used _ is as following :

a. If f count > f table or Sig < 0.05 then : H0 is rejected , Ha is accepted It means there is influence in a manner simultaneous between style leadership and stress Work to performance employee .

b. If f count < f table or Sig > 0.05 then : H0 is accepted , Ha is rejected It means No there is influence in a manner simultaneous between style leadership and stress Work to performance employee .

RESULTS AND DISCUSSION

Validity Test

For get secondary data , researcher do deployment questionnaire to employee at Huta Bayu Raja District Office . before questionnaire spread to 30 people, researchers especially formerly do statement to 30 people with give 19 points shared statement _ into 3, namely Leadership Style , Stress Work , and Employee Performance For test validity and reliability whole statement the .

Terms of validity test :

a. If r count > r table , then question the declared valid.

b. If r count < r table , then question the stated invalid .

Table 4.10
Validity Test Results
(Leadership Style Variable , Stress Work , and Employee Performance)

Variable	No. Indicator	Count	Rtable	Information
Leadership Style	1	0.791	**>0.3494**	**Valid**
	2	0.777		
	3	0.619		
	4	0.791		
	5	0.695		
	6	0.590		
	7	0.695		
stress Work	1	0.490	**>0.3494**	**Valid**
	2	0.726		
	3	0.621		
	4	0.570		
	5	0.433		
	6	0.456		
Employee Performance	1	0.490	**>0.3494**	**Valid**
	2	0.726		
	3	0.621		
	4	0.570		
	5	0.433		
	6	0.456		

Source : Research results , 2021 (Data processed)

From table 4.10 obtained Results of Leadership Style Validity Test , Stress Work , and Employee Performance , all items have coefficient validity more big from the r table namely 0.3494. So that can concluded that statement questionnaire of all variables said to be valid.

Reliability Test

Something questionnaire stated reliable If answer respondent to statement is consistent or stable from time to time . A variable is said reliable If give mark *Cronbach Alpha (α)* > 0.60 (Nunnaly , in Imam Ghozali: 2005).

In study this is a reliability test done to the research instrument style leadership and stress Work to performance employee , loaded in table following :

Table 4.11
Reliability Test Results

Variable	Cronbach Alpha	Information
Leadership Style	0.900	Reliable
stress Work	0.794	Reliable
Employee Performance	0.836	Reliable

Source : Research results , 2021 (Data processed)

From the table above can concluded that statement questionnaire This stated reliable Because own mark *Cronbach Alpha* (α) > 0.60.

Normality Test

Objective from perform the normality test is For know is in the regression model variable dependent and variable independent both of them have normal distribution or no . Good regression models _ is normal data distribution or at least close to normal. For detect normality can use analysis PP normal graph plot *of regression standardized* residuals. The detection with see the spread of data (points) on the diagonal axis of graph . Basis of taking decision from analysis chart the are : - If the data is spread around the diagonal line and follow the direction of the diagonal line, then the regression model fulfil assumption normality . - If the data spread Far of a diagonal line or No follow the direction of the diagonal line, then the regression model No fulfil assumption normality .

Figure 4.2
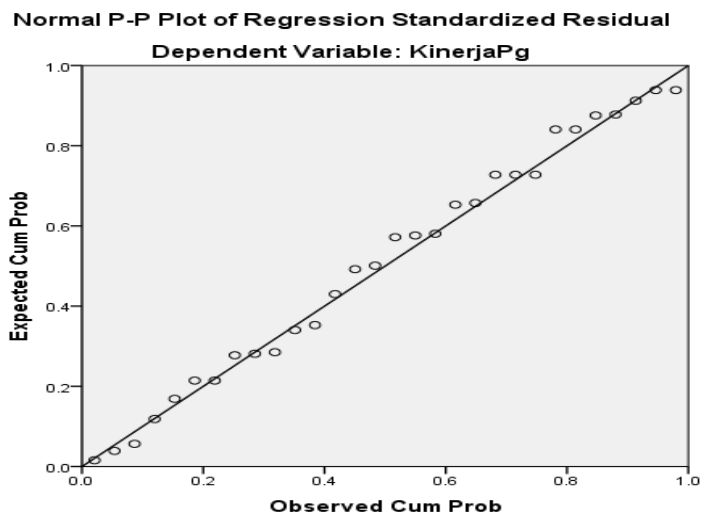**Residual Histogram Normality Test X $_1 \rightarrow$ Y**
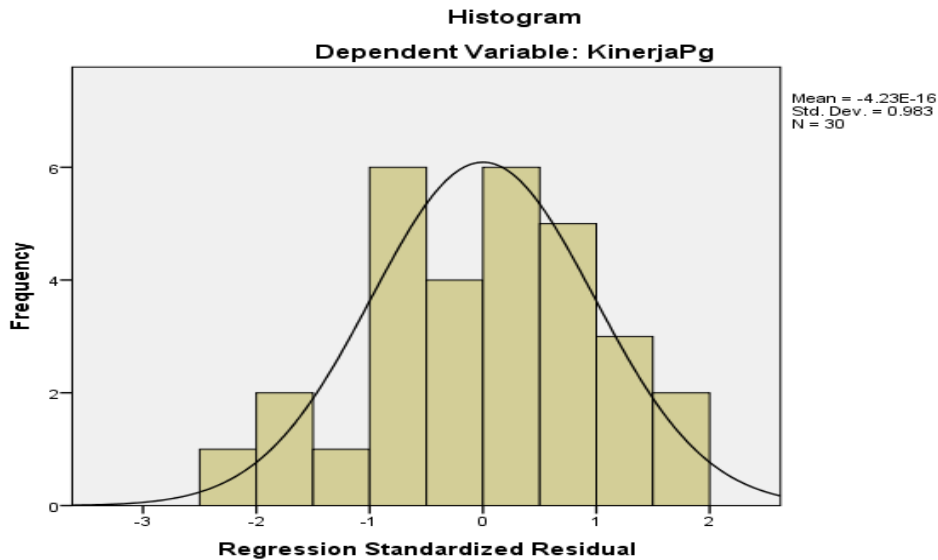
Source : Research results , 2021 (Data processed)

Based on Figure 4.2 above , got seen that the histogram is shaped bells , graphics the not tilted sideways left nor right . Which means is normally distributed data .
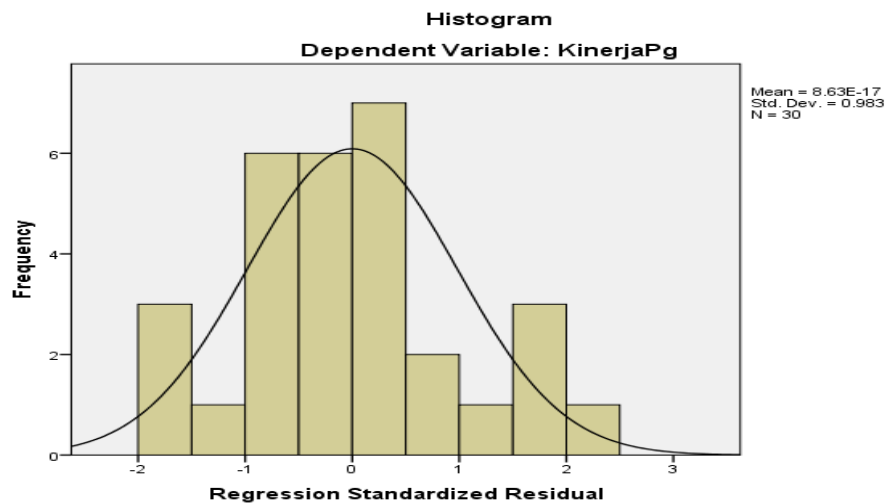
Figure 4.3
PP Plot Residual Normality Test X $_1 \rightarrow$ Y

Source : Research results , 2021 (Data processed)

From the PP-Plot outline in Figure 4 . 3 it can be seen that the dots spread around the diagonal line and do not spread away from the diagonal line. This shows that the data is residual normally distributed .
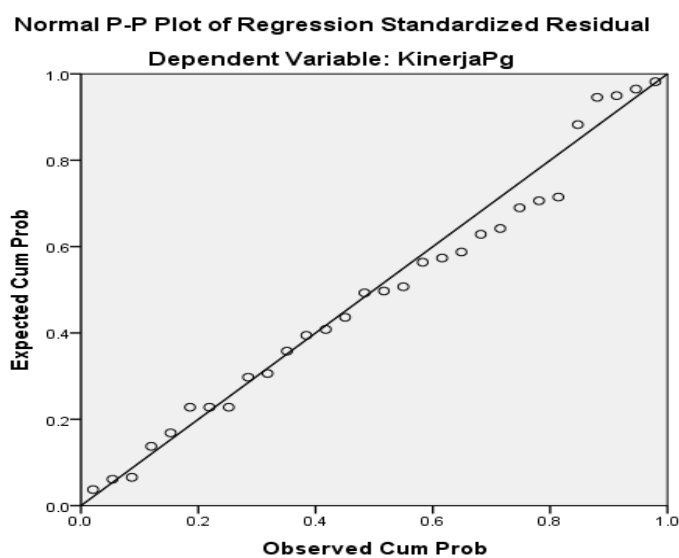
Figure 4.4
Residual Histogram Normality Test X $_2 \rightarrow$ Y

Source : Research results , 2021 (Data processed

Based on Figure 4.4 above , got seen that the histogram is shaped bells , graphics the not tilted sideways left nor right . Which means is normally distributed data .

Figure 4.5
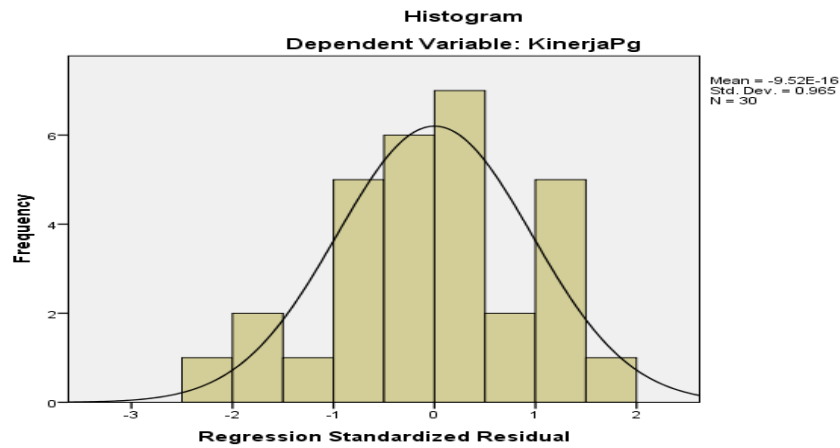**PP Plot Residual Normality Test X $_2 \rightarrow$ Y**

Source : Research results , 2021 (Data processed)

From the PP-Plot outline in Figure 4 . 5 it can be seen that the dots spread around the diagonal line and do not spread away from the diagonal line. This shows that the data is residual normally distributed .
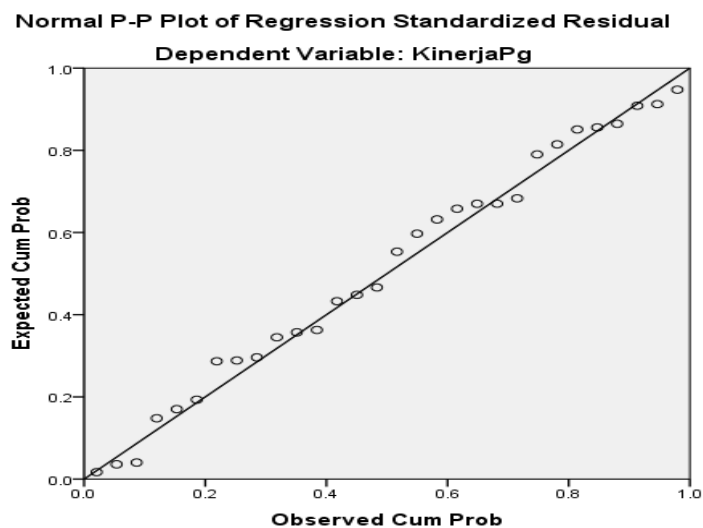
Figure 4.6
Residual Histogram Normality Test X 1,X $_2$ →Y

Source : Research results , 2021 (Data processed)

Based on Figure 4.6 above , got seen that the histogram is shaped bells , graphics the not tilted sideways left nor right . Which means is normally distributed data .

Figure 4.7
PP Plot Residual Normality Test X 1,X $_2$ →Y

Source : Research results , 2021 (Data processed)

From the PP-Plot outline in Figure 4 . 7 it can be seen that the dots spread around the diagonal line and do not spread away from the diagonal line. This shows that the data is residual normally distributed .

CLOSING

CONCLUSION

Based on results research conducted , then _ can obtained conclusion as following :

a. There is influence significant between style leadership to performance employee at Huta Bayu Raja District Office . this _ proven in t $_{test}$ count 2,923 > 1,703 t $_{table}$, with mark significant 0.007 <0.05 .

b. No exists influence between stress Work to performance employee at Huta Bayu Raja District Office . this _ proven in t $_{test}$ count -0.773 < 1.703 t $_{table}$, with mark significant 0.446 > 0.05 .

c. There is influence significant between style leadership and stress Work to performance employees at the Huta Bayu Raja sub- district office together . this _ proven in the f test $_{count}$ 4.461 > 3.32f $_{table}$, with mark significant 0.021 < 0.05 .

d. The leadership style used in study This is style leadership democratic , where leader camat always involve employee in every discussion taking decision as well as leaders who don't egotistical and exemplary .

Suggestion

Based on conclusions reached _ in study this , then suggested as _ complementary to results study as following :

a. For the District Office of Huta Bayu Raja

To leadership (camat) in effort enhancement performance employee should _ leadership (camat) can adapt style his leadership with condition , ability , always give good example , how _ carry out work , communicate with good and caring connection work , more notice employees for activities Work can walk with good and got increase performance employee .

b. For Researcher Furthermore

Expected results study This can worn as reference for researcher next to be do study in aspect style leadership , stress work and performance employee . Recommended For look for room scope different populations and more _ wide from population in study this . More samples are used _ Lots from the sample in study this , with with thereby study advanced the can the more give more picture _ Specific about influence style leadership and motivation to performance employee .

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