TEXT PUBLICATION

INFLUENCE OF LEADERSHIP TO SATISFACTION OF EMPLOYEE AFFECT TO THE PERFORMANCE OF EMPLOYEE AT DEPARTMENT OF MANAGEMENT MARKET OF SURAKARTA

(DINAS PENGELOLAAN PASAR PEMKOT SURAKARTA)

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(DINAS PENGELOLAAN PASAR PEMKOT SURAKARTA)

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Abstract
The purpose of this study is to analyze the influences of leadership to satisfaction of employee at Department of Management Market of Surakarta, to analyze influence leadership to satisfaction of employee effect to the performance of employee at Department of Management Market of Surakarta, and to analyze the positive influences of leadership directly through the performance of employee at Department of Management Market of Surakarta (DINAS Pengelolaan Pasar PEMKOT Surakarta). Research conducted a descriptive study using a quantitative approach, by taking samples at Department of Management Market of Surakarta (DINAS Pengelolaan Pasar PEMKOT Surakarta), Central Java, Indonesia. The study population was all employees and staff of the Department of Management Market of Surakarta and samples taken by 50 employees. The technique of collecting data using questionnaires. The data analysis technique used is path analysis. The results obtained showed that: Leadership will influence on satisfaction of employee at Department of Management Market of Surakarta, satisfaction of employees affects the employee's performance of employees at Department of Management Market of Surakarta, and leadership influence on performance of employee indirectly through satisfaction of employees at Department of Management Market of Surakarta (DINAS Pengelolaan Pasar PEMKOT Surakarta).

Keywords: Leadership, Satisfaction of Employees and Performance of Employee.
Introduction

Successes if the company would look to have a leader who can make its employees become employees truly competent. Thus, the leader of a very large influence on the smoothness of the employees in the work. They need a leader who strongly influences employee satisfaction in performance.

According to Bass on Heilman and Reips (2009: 3) leadership is about developing and maintaining relationships, structuring or restructuring of the situation and the perceptions and expectations of the members. According to Ahmad and Sumantri (2014: 26) leadership is the ability to influence others to work together in accordance with a plan to achieve the stated goals. Thus, leadership plays an important role in the management; even management is the core of leadership.

Job satisfaction is made up of two unipolar traits is not unique, but it does represent a difficult concept to grasp. To create satisfaction, Herzberg (2008: 54) says you need to address the motivating factors associated with work. He called this "job enrichment". His premise was that every job should be examined to determine how it could be made better and more satisfying to the person doing the work.

Job performance is of interest to organizations because of the importance of high productivity in the workplace (Hunter & Hunter in Allison 2008: 3). Campbell, McCloy, Oppler, and Sager (in Allison 2008: 3) explain that performance is not the consequence of behaviors, but rather the behaviors themselves. In other words, performance consists of the behaviors that employees actually engage in which can be observed.

So from the above theory can be used as a foundation to review the discussion about leadership, employee satisfaction and employee performance. This study makes Surakarta Government as research subjects, because of the three elements are in accordance with what is in the work area of Surakarta Government. Also in this case the researchers taking part Market Management
Department as research subjects, because it is considered to represent the performance of the government in developing the city through the changing face of traditional markets in the region of Surakarta.

Over the past few years, Surakarta through the Department of Management Market has a lot of renovating traditional markets and builds new markets in the region. Developing business in marketing merchandise especially basic needs to be a priority, as this time many changes occurred in the traditional market. The traditional market development programs do not necessarily serve as a regional promotion, but also wants to prosper the trade and public buyers. So that people will be more developed in the field of trade and for the buyer to feel comfortable that there is a market environment that is clean and neat.

All that does not happen if there is no participation of the Department of Management Market of Surakarta (DINAS Pengelolaan Pasar PEMKOT Surakarta). Because of the Department wishes of the people who want to have a traditional market that is safe, comfortable, neat and clean are met. The participation of local governments in the development and construction of traditional markets makes these markets as a tourist destination for the community outside the city and abroad. Because of the program is to make the city more famous Surakarta will travel market, as an example of Pasar Gede Surakarta is located not far from Balai Kota Surakarta, Pasar Ngarsopuro and many other markets.

In this study the authors propose the following hypothesis: 1) Leadership will influence or not on satisfaction of employee at Department of Management Market of Surakarta (DINAS Pengelolaan Pasar PEMKOT Surakarta); 2) Satisfaction of employees affect or not the employee's performance of employees at Department of Management Market of Surakarta (DINAS Pengelolaan Pasar PEMKOT Surakarta); and 3) Leadership influence on employee performance indirectly through satisfaction of employees at Department of Management Market of Surakarta (DINAS Pengelolaan Pasar PEMKOT Surakarta).
The purpose of this study is: 1) To analyze the influences of leadership to satisfaction of employee at Department of Management Market of Surakarta (DINAS Pengelolaan Pasar PEMKOT Surakarta); 2) To analyze influence leadership to satisfaction of employee effect to the performance of employee at Department of Management Market of Surakarta (DINAS Pengelolaan Pasar PEMKOT Surakarta); and 3) To analyze the positive influences of leadership directly through the performance of employee at Department of Management Market of Surakarta (DINAS Pengelolaan Pasar PEMKOT Surakarta).

Research Methods
Research conducted a descriptive study using a quantitative approach, arguing that it is proposed for this research. After the researchers tried to solve the problem in leadership on employee job satisfaction and its impact on employee performance. Design research is explanatory research, which highlights the research roomates or effect relationship between the variables researchers with previous hypotheses that have been formulated.

This research will be conducted at Department of Management Market of Surakarta (DINAS Pengelolaan Pasar PEMKOT Surakarta). Time of research carried out during the two months that the plan in June 2014 to the month of July 2014. According Sugiyono (2012: 119) Population is the generalization region which consists of: objects / subjects that have certain qualities and characteristics defined by the researchers to be studied and then drawn conclusions. Based on the above theory can be concluded that the whole respondent of the study population are living together in one institution. The populations in this study are all employees of Department of Management Market of Surakarta (DINAS Pengelolaan Pasar PEMKOT Surakarta).

According Sugiyono (2012: 120) The sample is part of the number and characteristics possessed by the population. Samples are samples taken from most of the study population can be representative of the population. Sampled
in this study were employees of Department of Management Market of Surakarta (DINAS Pengelolaan Pasar PEMKOT Surakarta). The sampling used in this study was purposive sample, the sample is determined by the characteristics of the employees / staff. With the characteristics of employees / staff who work in part or Department of Management Market of Surakarta. The number of samples to be taken as many as 50 staff from all staff Department of Management Market of Surakarta (DINAS Pengelolaan Pasar PEMKOT Surakarta). According Palys (2008) purposive sampling is virtually synonymous with qualitative research. However, because there are many qualitative objectives that Researchers might have, the list of "purposive" strategic that you might follow is virtually endless, and any given list will reflect the range of Situations only the author of that list has considered.

In this study, researchers used a closed questionnaire where respondents answer questionnaires about themselves with the statement, followed by a column that shows the levels of, for example, ranging from strongly agree to disagree or very satisfied to not satisfied.

The testing process is done before the instrument is administered or distributed to a sample of 20 employees. Research to test the instrument will use a portion of the population and outside the study sample. The tests used are the reliability and validity, the test criteria are as follows: 1) Validity Test, according Phelan and Wren (2005: 06) Validity refers to how well a test measures what it is purported to measure. 2) Reliability Test, to determine the stability of test reliability measurement tools. According Phelan and Wren (2005: 06) reliability is the degree to which an assessment tool produces stable and consistent results.

Whereas the data analysis which includes testing assumptions and path analysis, assuming the test is a condition before doing path analysis to determine the contribution of each variable. Test assumptions in this study using five tests, with the following results: 1) Normality Test, The purpose of the test for normality is to test whether the regression model has the disorder or not, then
carried out with the help of the formula kolmogorov-Smirnov. With decision making as follows: a) If the value of Sig. (Significance) or probability value < 0.05, then the data distribution is not normal; b) If the value of Sig. (Significance) or probability values > 0.05, then the data are normally distributed. It is known that the entire value of the probability of each variable > 0.05, so it can be concluded that the data of the three variables were normally distributed. 2) Partial correlation test is a measurement of the relationship between the dependent and independent variables, and with the independent variable as a control variable. There is a relationship between leadership and performance of the employee in which the employee satisfaction as a control variable. Based on the obtained partial correlation analysis with the value of 0.485, this indicates that there is a relationship that is or is not strong enough between the leadership of the performance of the employee if the employee satisfaction remains (as control variables).

Technical path analysis will be used in testing the contribution directly and indirectly embodied by the path coefficient on each path diagram of causal relationships between variable leadership (X) to satisfaction employee (I) and impact to employee performance (Y). The count of path analysis tool to generate the path coefficient is to use count correlation and regression analysis as a basis for calculation. The test measures the path analysis as follows: 1) Formulate hypotheses and structural equation; 2) Path coefficient diagram form; 3) Equation path coefficients; 4) Individually testing [(X to Y) and (I to Y)]; 5) Testing the indirect influence; and 6) Summarize and conclude.

Results and Discussion

Before testing the study hypothesis, performed first path analysis techniques. The first testing of structural equation is obtained as follows: \( Y = 0.457 \times X + 0.384 \times I + 0.432 + e \). The second testing structural equation is obtained as follows: \( I = 0.098 \times X + 0.635 \).
The results of the first analysis shows leadership will influence on satisfaction of employee at Department of Management Market of Surakarta (DINAS Pengelolaan Pasar PEMKOT Surakarta). According to the t test is known that the value of \( t_{\text{count}} > t_{\text{table}} \), i.e. 5.257 > 2.011 and significance value < 0.05, i.e 0.000. This means showing that there is a contribution leadership to the satisfaction employee. Based on this conclusion it can be said that the higher leadership the better satisfaction employee, and vice versa, the lower leadership the rate will also lower the satisfaction employee.

The results of the second test of the hypothesis which states that there is a contribution satisfaction employee to the employee of performance in Department of Management Market of Surakarta (DINAS Pengelolaan Pasar PEMKOT Surakarta), is proven. This can be evidenced by the path coefficients of the variables that satisfaction employee is a positive value of 0.384, so it can be said that the variables satisfaction of employee has a positive effect on employee of performance. Based on t test for satisfaction employee variables obtained \( t_{\text{count}} > t_{\text{table}} \), i.e 3.191 > 2.011 and a significance value of < 0.05, which is 0.003. This means showing that there is a contribution satisfaction of employee to the employee of performance. Based on this conclusion it can be said that the higher satisfaction employee the better employee of performance, and vice versa, the lower the level of satisfaction employee will also lower the employee of performance.

Hypothesis test results stating that leadership influence on employee performance indirectly through satisfaction of employees at Department of Management Market of Surakarta (DINAS Pengelolaan Pasar PEMKOT Surakarta), proven. Because leadership relationships with employee of performance otherwise has a direct relationship, with values DE \( (P_{yi}) \) 0.457 > value IE \( (P_{yi} \times P_{ix}) \) that is 0.232. This means showing similarities with the hypothesis statement, because there are leadership influence on employee of performance directly. Based on the conclusion of the test results it can be said that the leadership
variables have a direct relationship with a variable pattern of employee of performance.

Based on the previous research, the first from Gharibvana, Nurul, Mohiuddin and Zhan (2013) this study examines the relationship of leadership with employee satisfaction. The following results of the analysis: Most of the respondents agree that current leadership can have an effect on the employee job satisfaction. The correlation between current leadership style and employee job satisfaction indicates that there is a high positive relationship. Overall, the respondents are satisfied with the current leadership. While most employees were generally satisfied with the current leadership style provided by their supervisors, there was a significant level of dissatisfaction as well. For example, the total number of respondents who were either dissatisfied or strongly dissatisfied ranged from 16% to 25% of the total participants.

Second based on the research of Jane Wanjiru Mwangi (2013) states that leadership style can affect the performance and satisfaction of secondary school teachers. With so many contributing factors in this study, suggests that the style of leadership took effect very much and wide.

From the studies above, the writer has equations in the process of satisfaction employee leads to increased leadership of anticipation and implementation. Both variables have a significant positive impact on the adaptiveness of the unit and – indirectly – on market performance. It is therefore worthwhile to design satisfaction employee as a learning process. Most of the respondents strongly agree that satisfaction employee enhances better employee of performance, as this also constituted part of the hypotheses used for this study. Few agree while just a little of the respondents were undecided. Hence, it can be deducted from the above responses that satisfaction employee enhances better employee of performance. Hence, it can be concluded that there is a link between satisfaction employee and organization’s survival, using the above responses as proves.
The following equation models were tested empirically from the analysis that has been discussed, which produces the statement that the leadership variables have a direct relationship with a variable pattern of employee performance.

\[ \text{P}_{xy} = 0.432 \quad \text{p} = 0.000 \]

\[ \text{P}_{yi} = 0.384 \quad \text{p} = 0.003 \]

\[ \text{P}_{ix} = 0.098; \quad \text{p} = 0.000 \]

\[ R^2_{y1x} = 0.568 \]

Figure I the Equation Models Tested Empirical

Conclusion

From the analysis and discussion that has been described in Chapter IV, it can be concluded in chapter V, as follows: 1) Leadership will influence on satisfaction of employee at Department of Management Market of Surakarta (DINAS Pengelolaan Pasar PEMKOT Surakarta); 2) Satisfaction of employees affects the employee's performance of employees at Department of Management Market of Surakarta (DINAS Pengelolaan Pasar PEMKOT Surakarta); and 3) Leadership influence on performance of employee indirectly through satisfaction of employees at Department of Management Market of Surakarta (DINAS Pengelolaan Pasar PEMKOT Surakarta).

References


