

Influence Leadership, Competence and Motivation To Performance Employee Service Health Regency Bay Bintuni West Papua Province

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ABSTRACT

This study aims: (1) to determine the effect of leadership on the performance of the employees of the Teluk Bintuni Regency Health Office, West Papua, (2) to determine the effect of competence on the performance of the employees of the Teluk Bintuni Regency Health Office, West Papua, and (3) to determine the effect of motivation on the performance of the employees of the Teluk Bintuni Regency Health Office, West Papua, and (4) to determine the effect of leadership, competence and motivation on the performance of the employees of the Teluk Bintuni Regency Health Office, West Papua. The variables of this research are leadership as the first independent variable, competence as the second independent variable, motivation as the third independent variable and employee performance as the dependent variable. The population of this study were all civil servants of the Teluk Bintuni Regency Health Office, amounting to 68 people, while the sample of this study was taken with a saturated sample technique so that the sample used was as much as the existing population. Data was collected by using a questionnaire/questionnaire and documentation. Data analysis was performed by descriptive statistical analysis, classical assumption test, instrument test, and hypothesis testing. The results of this study indicate that leadership has a significant effect on employee performance with a significant level <0.05 and competence has a significant effect on employee performance with a significant level <0.05 and motivation has a significant effect on employee performance with a significant level <0.05 . Leadership, competence and work motivation simultaneously have a significant effect on employee performance with a significant level <0.05 . In addition, the coefficient of determination (R^2) is 0.532 (53.2%). This means that the influence of leadership, competence and motivation on employee performance is 53.2% while the remaining 46.8% is influenced by other factors not examined.

Keywords: Leadership; competence; motivation; employee performance.

INTRODUCTION

The development (Daraba et al., 2019; Islahuddin et al., 2021; Wardana et al., n.d.) and improvement of basic services to the public is a mandate that must be continued because it involves the livelihood of many people. In Law No. 25 of 2009 concerning public services, what is meant by public services are activities or series of activities in the context of fulfilling service needs in accordance with the legislation for every citizen and resident of goods, services, and administrative services provided by public service providers (Besley & Malcomson, 2018; Molander et al., 2018; Vickers et al., 2017). One form of public service is services in the health sector. Health services in Indonesia still have many problems that must be addressed

immediately (Aspinall, 2014; Gunawan & Aungsuroch, 2015; Kadar et al., 2013; Mboi et al., 2018), considering the demands and health problems from time to time are increasingly complex. If it is not handled immediately, then new problems will arise, for that the government needs to periodically innovate.

Teluk Bintuni Regency is a division district in West Papua Province and there are still fundamental problems (Baransano et al., 2016; Hakima, 2020; Lewenussa & Rawi, 2020; Syartinilia et al., 2019), especially health services that have not been optimal according to the results of initial observations that the poverty rate in the Bintuni Regency area is still relatively high so that the quality of public health is still apprehensive, researchers found a number of people, especially those in remote areas. the unavailability of clean water, the clothes used are no longer suitable for use, the people's housing is based on soil and also daily food from sweet potatoes if sago or rice is not available. Through the phenomenon, the researcher considers one of the factors that are of interest, namely from leadership, competence and motivation. Leadership problems can be seen due to the ineffectiveness of efforts in creating, formulating, communicating, socializing, transforming and implementing ideal thoughts that come from him or as a result of social interaction between members of the organization and stakeholders who are believed to be the ideals of the organization in the future that must be achieved. achieved or realized through the commitment of all employees, where a leader should act as a direction setter, as a change agent and spokesperson, as well as a coach (Arifai et al., 2019).

In addition, the importance of competence that must be possessed by a person in work is in accordance with the provisions contained in Government Regulation No. 12 of 2017 concerning the Guidance and Supervision of Regional Government Administration, Article 16, that the supervision of the implementation of Regional Government carried out by APIP must be based on competencies related to with the implementation of supervision of government affairs which are the authority of the regions according to their functions and authorities, as well as in accordance with the provisions of laws and regulations. In addition to leadership, competence and independence that are suspected of influencing employee performance are organizational commitment which is an attitude or form of a person's behavior towards the organization in the form of loyalty and the achievement of the vision, mission and goals of the organization (Ahad et al., 2021; Ahmad et al., 2010; George et al., 2020).

One of the success factors of performance is the motivation of every organization, no matter how big (Gutiérrez & Fernández, 2014; Lewthwaite & Wulf, 2017; Wulf & Lewthwaite, 2016; Zainuddin, 2018), will have a leader or manager, always cooperate with his subordinates, in other words, do not work alone, but ask for help from others to do the work. In any business where a group of people do work together in achieving certain goals, and to carry out the work, of course, based on motivation. Observing the conditions of the problems above, the authors are interested in studying more deeply about "The Influence of Leadership, Competence, and Motivation on the Performance of Employees of the Teluk Bintuni Regency Health Office, West Papua".

METHOD

This research belongs to the type of quantitative research, namely research that uses data in the form of numbers as a medium to examine information about what you want to know. This study interprets data on leadership, competence, and motivation as well as employee

performance at the Bintuni Bay District Health Office in the form of numbers to review the findings. In order to obtain the required data and information, this research was carried out at the Teluk Bintuni Regency Health Office, West Papua. The population of this study is the population in this study are civil servants at the Bintuni Bay District Health Office. The sampling method used is the saturated sampling method for 68 civil servants at the Bintuni Bay District Health Office. Thus the sample obtained is expected to be a representative sample.

The instrument used is a questionnaire sheet. Data collection techniques through interviews, observation, questionnaires and documentation. Then the data analysis technique used instrument test, descriptive statistical analysis, classical assumption test, and inferential statistical test.

RESULT AND DISCUSSION

Influence of Leadership on Employee Performance

Based on the data analysis that has been carried out, it is obtained that leadership has a significant effect on the performance of the employees of the Teluk Bintuni Regency Health Office, West Papua. The results of the hypothesis test were obtained partially that leadership with a t-count value of 2.638. The value of $t_{\text{arithmetic}} > t_{\text{table}}$ or $2.638 > 1.667$ and a significance of $0.001 < 0.05$ then H_0 is rejected and H_1 is accepted, meaning that leadership partially has a significant effect on the performance of civil servants at the Teluk Bintuni Health Service. Thus, if employees have a high leadership spirit, it will increase their performance achievement, and vice versa if the leadership spirit is low, the performance achieved will be less than optimal. In addition, obtained a coefficient value of 0.740 which shows the influence of leadership on the performance of the employees of the Teluk Bintuni Regency Health Office, West Papua.

Leadership influences others to cooperate voluntarily in an effort to do related tasks to achieve what the leader wants. The leadership factor has an impact on the achievement of employee performance. This condition can be explained as the opinion of Siagian (2010) that, the success of an organization as a whole or various groups in a particular organization, is very dependent on the quality of leadership contained in the organization concerned.

Effect of Competence on Employee Performance

Based on the results of the hypothesis test, it was obtained partially that the competence with a t-count value of 2.136. The value of $t_{\text{count}} > t_{\text{table}}$ or $2.136 > 1.667$ and a significance of $0.017 < 0.05$ then H_0 is rejected and H_1 is accepted, meaning that competence partially has a significant effect on the performance of civil servants at the Teluk Bintuni Health Service. Thus, if the employee has high competence, it will increase the achievement of his performance, and vice versa if the competence is low, the performance achieved will be less than optimal. In addition, the coefficient value of 0.464 is obtained which indicates the large influence of competence on the performance of the employees of the Teluk Bintuni Regency Health Office, West Papua.

This finding also confirms the research results of Muhammad Riyanda (2017) showing that there is a significant positive effect between competence on employee performance. The same result is shown in Nita Indrawati's research (2017) where competence has a significant influence on employee performance, meaning that the better the competence possessed by the employee, the better the employee's performance.

According to Liestyodono (2008) competence is the knowledge, skills and abilities that are mastered by someone who has become a part of him, so that he can perform cognitive, affective, and psychomotor behavior as well as possible. Sudarmanto (2009:32) says competence as an attribute of HR quality has a significant effect on individual performance in carrying out duties and responsibilities effectively so as to achieve professional quality standards in work and produce good performance.

Influence of Motivation on Employee Performance

Based on the data analysis that has been done, it is obtained that work motivation has a significant effect on the performance of civil servants at the Teluk Bintuni Regency Health Office, West Papua. The results of the hypothesis test were obtained partially that work motivation with a t-count value of 2.546. The value of t count > t table or $2.546 > 1.667$ and a significance of $0.002 < 0.05$ then H_0 is rejected and H_1 is accepted, meaning that work motivation partially has a significant effect on the performance of civil servants at the Teluk Bintuni Health Service. Thus, if employees have high work motivation, it will increase the achievement of their performance, and vice versa if the motivation is low, the performance achieved will be less than optimal. In addition, the beta coefficient value of 0.238 is obtained which shows the large influence of work motivation on the performance of civil servants at the Teluk Bintuni Regency Health Office, West Papua.

This finding also confirms the results of Danang's research (2016) showing that there is a positive influence between motivation on employee performance. McClelland's theory also proves that there is a positive relationship between motivation and performance achievement. This means that leaders, managers and employees who have high achievement motivation will achieve high performance and vice versa those who have low performance are due to low work motivation (Manik, 2017).

The Influence of Leadership, Competence and Motivation on Employee Performance

Based on the research that has been done, the results show that leadership (X1), competence (X2), motivation (X3) simultaneously have a significant effect on the performance of the Teluk Bintuni Regency Health Office, West Papua with an F value of 4.801 with a significant level of $0.000 < 0.05$. And obtained an R Square value of 0.532 which shows the contribution of leadership, competence and motivation to the performance of the employees of the Teluk Bintuni Regency Health Office, West Papua, which is 53.2 percent. While the remaining 46.8 percent is influenced by other factors not included in the study.

This shows that leadership, competence and motivation play an important role in improving the performance of civil servants at the Teluk Bintuni Regency Health Office, West Papua. If leadership, competence and work motivation are high, the performance achieved by employees will improve so that the desired goals can also be achieved. This is in accordance with the opinion of Mahmudi (2006) the factors that exist in the performance that need to be taken into consideration and calculations include factors of leadership, competence and work motivation.

The results of this study are in line with Wardiana & Hermanto's (2019) research entitled the effect of accountability, leadership style, competence, and motivation on organizational performance. The results of this study indicate that leadership style has a positive

effect on organizational performance and managerial competence. Furthermore, managerial competence has a positive effect on employee performance and work motivation has an effect on employee performance.

CONCLUSION

From result testing hypothesis as well as discussion results research , then could drawn conclusion as the following : (1) There are influence positive and significant leadership to performance employee Service Health Regency Bay West Papua Bintuni . (2) There are influence positive and significant competence to performance employee Service Health Regency Bay West Papua Bintuni . (3) There are influence positive and significant motivation work to performance employee Service Health Regency Bay West Papua Bintuni . (4) There are significant influence _ by together Among leadership , competence and motivation work to performance employee Service Health Regency Bay West Papua Bintuni

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