

# **The Influence of Style Leadership, Motivation and Commitment Work on Performance for the Members of Kodam VII Wirabuana Makassar**

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**ABSTRAK:** This study aims to analyze the influence of leadership, motivation and commitment to work performance on members Kodam VII Wirabuana Makassar. The kind of data that used in this research consisting of data kualitatif and use up primary and secondary data, with the number of respondents 52 people, data analyzed using SPSS 17 the research results show that style leadership have had a positive impact and significant on performance, motivation have had a positive impact and significant on performance, commitment have had a positive impact and significant on performance. Style leadership, motivation, and commitment members is simultaneous have a positive impact and significant on performance.s

**KEYWORDS:** *style Leadership, Motivation, commitment and performance*

## **I. INTRODUCTION**

Human resources management is an important instrument for organization in reach the goal. To the sector public great responsibility bureaucracy to provide service to the community must be supported by human resources government officials professional and competent. In the context of bureaucracy reform, human resources management was pillars improvements in side aspects institutional and system. The utilization human resources apparatus effectively and efficiently to be functions of main management human resources for bureaucracy starting from planning to the stages of termination human resources. A rapid change requires an organization have member and leader who capable of adapting effectively to improve the systems of a work as constant, history the formation of Kodam VII Wirabuana. In early 1985 held reorganization in the ABRI environments including compartments regional, Kodam which was originally only has 17 simplified to 10 kodam. Simplification is based on the needs and the nature of threat at the time. The existence of command regional defense especially out Java are not efficient, both in terms of use and centralization of power and in terms of defense budget. For that considered most urgent to do reorganization to bring posture defense effective and efficient especially in south Sulawesi that is the main entrance eastern Indonesia, need an Institution defense matra land firm and able to control satability security in beneficial to increase of the National development sustainable, problems that there in be reacs how to create human resources that can produce organizational performance optimal so the purpose organization can be reached and thinking how to increase organizational performance. This be separated if variable were controlling his body among others style leadership, motivation work commitment organization, can accomodated, well and accessible to all members in organization. Based on the above description, the title of this research is the influence of leadership style, commitment and work motivation on employee performance in the Kodam IIV Wirabuana Makassar.

## **II. LITERATURE REVIEW / THEORY**

### **1. Style Leadership ( $x_1$ )**

The success of organization in achieving the goal is highly dependent by the force leadership a leader. the fidler style leadership model implies two things. (1) Task-oriented leaders have better schievement than relationship-oriented leaders. In a supportive situation or unpapted situation. (2) the leadership-oriented leaders are better than the task-oriented leaders in a situation that the level of supporting medium. In this case support the assumption that each type of leader is effective in a particular. the style leadership is the leader's behavior in influencing his followers or subordinates. Behavior patterns are not in static sense of but in terms of dynamic, this means that the leadership of a leader can change indeed dependent and the situation. In other words, a leader can use a number of different behavior patterns in influencing subordinates or followers. The leader style dimension in this study was measured through: indicators of duty orientation, orientation of leaderships and power.

## II. MOTIVATION WORK (X<sub>2</sub>)

Victor Vroom developing the theory of motivation expectations to test the theory of mathematics and forecast employee behavior through:

a. Hope is related to individual beliefs about the subjective possibility that a particular behavior will be followed by the results. The possibility of regard to the given opportunity because of the behavior is concerned. Someone has hope or belief that opportunity where business will lead to a certain level of achievement. Hope has the value of zero that shows no chance that a result will occur after behavior or action up to +1, which that certain results will follow an action or behavior (Gibson et al., 1997).

b. **Instrumentalitas.** The Instrumentality is a level of a person's confidence that an action leads to the second outcome and is an individual perception that the first level of results will be associated with the second level. Vroom said that instrumentality has a value from the -1 which shows a precept that the second level achievement is if there is no first result and there is no other result, +1 indicates that the first result needs to be quite and the so that the second result can be well achieved, Nimran (2004) states that instrumentality is the most recent level of output, such as high productivity, will be followed by the second output, such as salary. Instrumentality is the belief that a performance is important to get rewards.

c. **Valence.** Valence is the power of one's wishes to achieve certain result and regarding the preference of the results as seen by individual. A result has a positive valence if it is preferred and negative valence if not likely or avoided. The result that zero valence what if the valence for individuals has no value to be achieved or not achieved. The concept of valence applies to the first and second level. For example someone chooses to be a high employee of his work achievement because they argue that it will cause wage increase.

## III. commitment Organization (X<sub>3</sub>)

Mowday *et al.*, (in Luthans, 2002), gives that opinion "...organizational commitment is the most often defined as (1) a strong desire to remain a member of particular organization; (2) a willingness to exert high levels of effort on behalf of the organization; (3) a definite in, and acceptance of the values and goals of the organization". From the explanation Mowday et al. (in Luthans, 2002), the obtained the understanding of the organization is:

- A strong desire to become a particular organization member.
  - Willingness to use larger business for the benefit of the organization.
  - Willingness to use more large business for the benefit of the organization
- Defense confidence and acceptance of organizational values and objectives

## IV. Kinerja Karyawan (Y)

According to Gomes (2000), there are several types of performance assessment criteria based on specific descriptions such as:

- Quantity of work is the amount of work that is produced in a period of time that has been specified
- Quality of work is the quality of work achieved based on the terms of its suitability and readiness.
- Creativeness is the authenticity of the ideas that are applied and action to solve the issues that arise.
- Cooperation is a willingness to cooperate with others (fellow member of the organization)
- dependability* is awareness and trustworthy in term of presence in the completion of the work.
- Initiative to carry out new tasks in their responsibility.
- Personal qualities concerning personality, leadership and personal integrity.

## III. METODOLOGY

This study is an members working on the Kodam IIV Wirabuana Makassar. With the population of 52 members. According to Sugiyono (2017: 92) states that the sample is the whole subject for generalized size as a measure in determining the final value. It is intended to obtain samples in research entitled style Leadership, Commitment, and Motivation of Work on performance members Kodam VII Wirabuana Makassar. The analytical method used in this study is:

- analytical method Multiples Regression, Gujarati (2007), with the following formulation  $Y = B_0 + B_1 X_1 + B_2 X_2 + B_3 X_3 + e_i$ , where is  $Y$ = performance members,  $X_1$ = style leadership,  $X_2$ = commitment,  $X_3$ = Motivation  $B_1$ - $B_3$  = regression coefficient,  $B_0$ = Konstanta,  $e_i$  = Error term
- analysis of the coefficient of determination ( $R^2$ ), the coefficient of partial determination to measure separately impact independent variables is  $X_1$ ,  $X_2$ , and  $X_3$ , the most influential to the variable  $Y$ , with the help of SPSS 17.00 program on the computer.
- T test (test parsial) this test is used to know whether each of the independent variables are  $X_1$ ,  $X_2$ , and  $X_3$  partially has a significant effect on the variable  $Y$ , where  $t$  table >  $t$  count,  $H_0$  received.

**Description of questionnaire spread result**

a. The result of the item spread style leadership ( $X_1$ )

Category indicator level orientation task variable style leadership

Response	orientation task	Percentage
Totally agree	11	21,15
Agree	22	42,31
Neutral	17	32,69
Disagree	2	3,85
Strongly disagree	-	0
Total	52	100

Primary data sources processed, 2020

Category indicator level orientation of relationship variable **style** leadership

Response	Orientation of relationship	percentage
Totally agree	8	15,38
Agree	19	36,54
Neutral	16	30,77
Disagree	9	17,31
Strongly disagree	-	0
Total	52	100

Primary data sources processed, 2020

Category indicator level orientation power of position variable style leadership

Response	power of position	percentage
Totally agree	2	3,85
Agree	15	28,85
Neutral	27	51,92
Disagree	8	15,38
Strongly disagree	-	0
Total	52	100

Primary data sources processed, 2020

b. The result of the item spread motivation of members ( $X_2$ )

Category indicator **hope** Variable motivation

Response	Hope	percentage
Totally agree	8	15,38
Agree	8	15,38
Neutral	19	36,53
Disagree	17	32,69
Strongly disagree	-	0
Total	52	100

Primary data sources processed, 2020

Category indicator **instrumentalitas** variable motivation

Response	Instrumentalitas	percentage
Totally agree	16	30,77
Agree	19	36,54
Neutral	13	25,00
Disagree	3	5,76
Strongly disagree	4	1,92
Total	52	100%

Primary data sources processed, 2020

Category indicator **valensi** variable motivation

Response	Valensi	percentage
Totally agree	10	19,23
Agree	15	28,85
Neutral	18	34,61
Disagree	8	15,38
Strongly disagree	1	1,92
Total	52	100

Primary data sources processed, 2020

**c. The results of the spread of itms about commitment members**

Category indicator **desire** commitment members

Response	Desire	percentage
Totally agree	14	26,92
Agree	23	44,23
Neutral	14	26,92
Disagree	-	0
Strongly disagree	-	0
Total	52	100

Primary data sources processed, 2020

Category indicator **allegiance** variable commitment members

Response	Allegiance	percentage
Totally agree	6	11,54
Agree	22	42,30
Neutral	21	40,38
Disagree	3	5,77
Strongly disagree	-	0
Total	52	100

Primary data sources processed, 2020

Category indicator **confidence** variable commitment members

Response	Confidence	percentage
Totally agree	5	9,62
Agree	16	30,77
Neutral	18	34,62
Disagree	13	25,00
Strongly disagree	-	0
Total	52	100

Primary data sources processed, 2020

d. The results of the spread of items about performance members

Category indicator the quality of work performance variables

Response	the quality of work	percentage
Totally agree	7	14,46
Agree	28	53,84
Neutral	16	30,76
Disagree	1	1,92
Strongly disagree	-	0
Total	52	100

Primary data sources processed, 2020

Category indicator the quantity of work performance variables

Response	Quantity work	percentage
Totally agree	5	9,62
Agree	22	42,31
Neutral	20	38,46
Disagree	5	9,62
Strongly disagree	-	0
Total	52	100

Primary data sources processed, 2020

Category indicator the colleagues performance variables

Response	colleagues	percentage
Totally agree	4	7,69
Agree	10	19,23
Neutral	25	48,07
Disagree	13	25,00
Strongly disagree	-	0
Total	52	100

Primary data sources processed, 2020

Category indicator the boss performance variables

Response	boss	percentage
Totally agree	2	3,85
Agree	8	15,38
Neutral	17	32,69
Disagree	18	34,61
Strongly disagree	7	13,46
Total	52	100

Primary data sources processed, 2020

Category indicator the opportunity to forward performance variables

Response	the opportunity to forward	percentage
Totally agree	5	9,62
Agree	24	46,15
Neutral	17	32,69
Disagree	6	11,54
Strongly disagree	-	0
Total	52	100

Primary data sources processed, 2020

Category indicator the work performance variables

Response	work	percentage
Totally agree	5	9,62
	7	13,46
Neutral	18	34,62
Disagree	15	28,84
Strongly disagree	7	13,46
Total	52	100

Primary data sources processed, 2020

Category indicator the salary performance variables

Response	Salary	percentage
Totally agree	5	9.62
Agree	17	32,69
Neutral	27	51,92
Disagree	3	5,77
Strongly disagree	-	0
Jumlah	52	100

Primary data sources processed, 2020

#### IV. THE RESULTS OF THE STUDY AND DISCUSSION

##### a. Test validity and reliability data

In table in understand about the validity of research instruments, with the help of SPSS obtained the program Corrected Item Total Correlation /r count. Of the results show that all r count is greater than r table product moment =0,273 (with  $\alpha=5\%$ ,  $dk=n-k=49$ ) so grains questions an instrument the study also valid.

The result test Validity research Variable

No	Variable	Indicator	Correlation value	Sig	Information
1	Style leadership	X1.1	.737	.000	Valid
		X1.2	.820	.000	Valid
		X1.3	.457	.001	. Valid
2	Motivation	X2.1	.530	.000	Valid
		X2.2	.920	.000	Valid
		X2.3	.620	.001	Valid
3	Commitment	X3.1	.564	.000	. Valid
		X3.2	..628	.000	Valid
		X3.3	.707	.000	Vaiid
		X3.4	.802	.000	Valid
		X3.5	.318	.002	Valid
4	Performance members	Y1	.607	.000	Valid
		Y2	.698	.000	Valid
		Y3	.692	.000	Valid
		Y4	.697	.000	Valid
		Y5	398	.003	Valid

Primary data sources processed, 2020

All the variables having Cronbach alpha greater than 0,60 so that research instruments this it can be said reliable and it can be used as a measuring instrument.

**The results of the research realibitas variable**

NO.	VARIABLE	CRONBACH ALPHA
1.	Style leadership	0,715
2.	Motivation work	0,782
3.	commitmen work	0,632
4.	Performance members	0,795

Primary data sources processed, 2020

### 1. Analyst Linear regression multiple

Of the results of the analysis before, it has been proven that model equation filled in this research is had filled the assumption classical so that model equation in this research is considered good.

Coefficients<sup>3</sup>

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	95% Confidence Interval for B	
	B	Std. Error	Beta			Lower Bound	Upper Bound
1 (Constant)	.353	.507		.697	.489	-.666	1.373
Gaya Kepemimpinan	.193	.105	.212	1.845	.071	.017	.404
Motivasi Kerja	.122	.100	.124	1.213	.231	-.080	.323
Komitmen Kerja	.547	.112	.565	4.892	.000	.322	.772

a. Dependent Variable: performance members

Primary data sources processed, 2020

The results of data processing with program assistance SPSS 17, so obtained model the regression equation is the end as follows:

$Y = 0,353 + 0,193X_1 + 0,122X_2 + 0,547X_3$ , can be explained as brought this:

- Value the regression coefficient 0,193 show that style leadeship members funish a significant contribution to improve their performance, this is because the relationship between members and the interwoven with developed that they can work well together because understand a task assigned by the leader.
- Value the regression coefficient 0,122 show their contribution the smallest that is in terms of motivation, this is because by the hope a member of remain less that gave the effect on motivation work in working.
- Value the regression coefficient 0,547 show their contribution very large commitment to performance, this is because by desire, allegiance and Confidence owned very strong.

### The testing of hypotheses

#### 1. Partial test (test T)

Testing the regression coefficient partial to see if the independent variable individually t-table= the significance 5 percent, with df  $n-k=52-3=49$  result t-table = 1,684

#### 2. The testing hypotheses first (H<sub>i</sub>)

Hypotheses first filed in this research is  $H_a : \rho > 0$  (style leadership have had a positive impact and significant on performance)  $t_{\text{count}}$  style leadership ( $X_1$ ) 1,845 >  $t_{\text{table}}$  1,684 so can be concluded that style leadership have had positive impact and significant on performance. Thus hypothesis ferst proven  $H_a$  accepted.

#### 2. The testing hypotheses second

$H_a : \rho > 0$  (Motivation work have had positive and significant on performance)  $t_{\text{count}}$  Motivation work ( $X_2$ ) 1,213 <  $t_{\text{table}}$  1,684, so can be concluded that motivation work members not have had a positive impact and significant on performance thus hypothesis second in partial stated that motivation members have had a positive impact and significant on performance is proven ( $H_a$  Rejected)

Testing hypotheses third ( $H_3$ )

$H_a : \rho > 0$  (commitment members have had a positive and significant on performance)  $t_{\text{count}}$  commitment members ( $X_3$ ) 4,892 >  $t_{\text{table}}$  1,684, so can be concluded that commitment members have had a positive ang significant on performance thus hypotehesis third stated that commitment members have had a positive impact and significant on performance proven  $H_a$  accepted



### **The coefficients Determinatin (R )**

The percentage of all the independent variable on variable dependent indicated by the magnitude of the coefficients determination ( $R^2$ ) the result describe the extent to which variable influence style leadership, motivation and commitment members in carrying out their jobs given by the top of an organization.

**The coefficients determination Model Summary\*<sup>3</sup>**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.711 <sup>a</sup>	.505	.474	.38216	2.008

a. Predictors: (Constant), commitment, Motivation work, style leadership

in the calculation on obtained the determination of the coefficients is of 0,505 it means variation of the dependent variable for Y of 50,5% can be explained by the independent variable, while 49,5% influenced by other factor

## **V. CONCLUSION**

1. Research it showed there was there was significant impact style leadership simultaneously or by varsial of the performance of members, so that a force leadership is in work environment retaining with increased. It means each members must have the view that work is a thing important in pupose of life of members. On Kodam VII Wirabuana Makassar
2. Research it showed there was significant impact motivation work simultaneously of the performance of members. But motivation of a work as varsial not significant of the performance of members on Kodam VII Wirabuana Makassar
3. Commitmen members in an organization has an important role in improve the performance the commitment in this a indicators understanding vision and mission organization with the to know the area a sense of belonging high over organization will give a positive influence. As research this is the conclusion is the influence of commitment simultaneously and varsial influential in significant on increased performance on members Kodam VII Wirabuana Makassar.

## **5.2. SUGGESTION**

1. From style leadership as an effort to synergistic in order internalization and enforcemement of cooperation on commitment members can continue to lie awake and even can be increased
2. motivation is one factor that is very important in support the increase in the performance, this is need follow enclose members on the development such as education, training and guidance technical and other the development of according to a patten careers and mapping competence who has determined in organization. Thus members can contribute performance maxximum and comprehenshive in accordance with the main task and fungtions each the vision and mission organization.

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