

The Effect of Visionary Leadership Style and Motivation on the Performance of Fishery Service Employees in Paser District

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ABSTRACT

The research with the title "The Influence of Visionary Leadership Style and Motivation on the Performance of Fisheries Service Employees in Paser Regency" aims to analyze the influence of visionary leadership styles and motivation on the performance of Paser Fisheries Service employees. The research was conducted from June to July 2022 at the Fisheries Service Office of Paser Regency. This study uses a quantitative descriptive method with a sample of 59 employees, there are 24 statements submitted and tested. The data processing method is carried out sequentially starting with distributing questionnaires, validity and reliability tests, normality tests, linearity tests and then regression hypotheses. Based on the results of the research on the T-Statistical Test training variable that leadership style has a t-count > t-table, which is $3.059 > 1.677$ with a significance value of $0.06 > 0.05$. H_0 is rejected and H_a is accepted, which means that there is a positive and significant influence between leadership style on employee performance at the Fisheries Service of Paser Regency. Meanwhile, work motivation has a t-count > t-table, which is $2.920 > 1.677$ with a significance value of $0.075 > 0.05$ (5%). Which means H_0 is rejected and H_a is accepted. Therefore, work motivation partially affects the performance of employees at the Fisheries Service of Paser Regency. Based on the statistical test f where it can be seen that the f-count is 16.599 with a significance level of 0.009 which is smaller than the 0.05 level of significance. With an f-table of 3.191 then f-table < f count 16.599 so that H_0 is rejected and H_a is accepted, so the third research hypothesis (H_3) is accepted, namely, the influence of leadership style and work motivation simultaneously has a positive effect on performance employees at the Fisheries Service of Paser Regency.

Keywords : Visionary Leadership Style, Motivation, Performance.

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I. Introduction

The national goal as stated in the Preamble to the 1945 Constitution is to protect the entire Indonesian nation and all of Indonesia's bloodshed, and to promote public welfare, educate the nation's life and participate in carrying out world order based on freedom, eternal peace and social justice.

In order to achieve these national goals, the entire Indonesian nation, including Civil Servants as the main element of human resources for the state apparatus, has a very strategic role in carrying out the tasks of governance and development. For this reason, leaders who are visionary, intelligent, creative, wise and virtuous are needed (Andriansyah, 2015).

Leadership is a very important force behind the power of various organizations and that in order to create an effective organization then work scope of what they can achieve, then mobilize the organization to change towards this new vision (Werren et.al, 2006).

Influencing employee resources towards achieving goals is not as easy as one might imagine, because employee resources have different characteristics, thus requiring a leader's leadership style to move them. Leadership style is a behavioral norm that is used by someone when that person tries to influence the behavior of others (Thoha, 2004).

As one of the regencies in East Kalimantan Province which has quite large fishery potential. This is due to the geographical position of Paser Regency which is directly adjacent to the South Makassar Strait. Therefore, the potential for fisheries in Paser Regency is one of the sub-sectors that supports Paser Regency's GRDP after the mining and quarrying sector, namely the contribution of the agriculture, plantation and fisheries sectors which contribute around 10% -12% to the total gross regional domestic income in Paser Regency. This is due to the high contribution from the mining and quarrying sector which is in the range of 70% -74%. This indicates that the actual potential of the agricultural, plantation and fisheries sectors has considerable

opportunities to be developed so that they are able to make an even greater contribution to GRDP in Paser Regency (BPS Paser, 2019).

The results of Hermanu Iriawan's research (2020) stated; The leadership role of the head of the Maritime Affairs and Fisheries Service in fostering understanding and awareness of his employees is good, but he is still not strict with his employees, because the firmness of a leader is one of the main factors in terms of leadership. Besides that, the leadership's ability to improve employee performance has shown good results, although there are still visible jobs carried out by employees or subordinates that are not in accordance with what was ordered by superiors.

Based on this phenomenon and the two research results, the researcher is interested in studying and developing further research on "The Influence of Visionary Leadership Style and Motivation on Employee Performance at the Paser District Fisheries Service".

II. Methodology

A. Research Object Description

This research began from June to July 2022, at the Paser District Fisheries Service, East Kalimantan, which is located at the Paser District Government Office Complex, Km 7 Building A, 1st Floor.

The research object is all employees of the Paser District Fisheries Service and this can be described in the following table:

Table. 4.1. Number of Fisheries Office of Paser Regency based on gender.

No.	Gender	Amount	%
1.	Man	40	68
2.	Woman	19	32
	Amount	59	100

The data source is processed by the Paser District Fisheries Service.

Based on the table above, there were 40 men (68%) and 19 women (32%).

Table. 4.2. Number of District Fisheries Service Employees Paser based on education level.

No.	Education	Amount	%
1.	SMP	1	2 %
2.	SMA	17	29 %
3.	Sttrata 1	34	58 %
4.	Sttrata 2	6	11 %
	Amount	59	100

The data source is processed by the Paser District Fisheries Service.

Based on the education table above, there are 1 junior high school student (2%), 17 high school students (29%), 34 undergraduate students (58%) and 6 undergraduate students (11%).

B. Research design

The method used in this research is a quantitative descriptive research method. Where is meant by quantitative descriptive data is the type of data that can be measured (measurable) or calculated directly as a number or number variable. Variables in statistics are attributes, characteristics or measurements that describe a case or research object.

According to Sugiyono (2016: 15) "Quantitative data is data in the form of numbers, or qualitative data that is numbered." So it can be concluded that quantitative data is data in the form of numbers or numbers such as the score used by the Likert scale for quantitative analysis purposes, the answer can be given a score.

C. Population and Sample

1. Population

The population is a generalization area consisting of objects/subjects that have certain quantities and characteristics determined by the researcher to be studied and then drawn conclusions.

According to Arikunto (2013: 173) "The population is the entire research subject. If someone wants to examine all the elements in the research area, then the research is a population study. The study or research is also called a population study or census study.

Based on this understanding, the population is the area or the entire subject in the research. So in this study it can be concluded that the population is employees at the Paser District Fisheries Service totaling 59 people.

2. Sample

The sample is part of the number and characteristics possessed by the population, or a small part of the population taken according to certain procedures so that it can represent the population.

According to Arikunto (2013: 174) Samples are part or representative of a population that is careful. Determining the number of samples can use the Slovin formula:

$$n = \frac{N}{1 + N e^2}$$

Ket :

- N = Total population
- n = Number of samples
- e = Error tolerance

Based on the opinion above, with the number of workers/employees at the Fisheries Service of Paser Regency as many as 59 people, it can be determined that the number of samples in this study was 59 people/respondents.

III. Results and Discussion

A. Results

Table. 4.36. Calculation Results of Multiple Regression Equations

Coefficients ^a						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	10.281	5.996		1.715	.092
	Gaya Kepemimpinan	.128	.063	.165	2.017	.048
	Motivasi	1.209	.121	.820	10.018	.000

a. Dependent Variable: Kinerja Pegawai

* Data sources are processed.

Based on the table above, the results of the regression equation are as follows:

$$Y = 10,281 + 0,128 (X_1) + 1,209 (X_2)$$

Where:

- Y = Employee Performance
- X₁ = Visionary Leadership Style
- X₂ = Motivation

The multiple linear regression equation can be explained as follows. A constant of 10.281 means that employee performance will remain at 10.281 if the variable visionary leadership style (X1) and motivation (X2) are constant or fixed.

The regression coefficient of the visionary leadership style (X1) has a positive effect on the performance of the Paser District Fisheries Office employees of 0.128 meaning that the existence of a visionary leadership style (X1) will increase the performance of the Paser District Fisheries Service employees by 0.128 or the performance will be 10.281 + 0.128(1) = 10.409 if the visionary leadership style (X1) is increased by 1 level.

The regression coefficient of motivation (X2) has a positive effect on the performance of the Paser District Fisheries Service employees of 1.209, meaning that an increase in one level of motivation (X2) will increase employee performance by 1.209 or the performance of the Paser District Fisheries Service employees will be 10.281 + 1.209(1) = 11.490 if motivation (X2) is increased by 1 level.

B. Discussion

The description and discussion of the results of the research refers to the results of the analysis and testing of the hypotheses that have been carried out. The analysis in this study is supported by theories and similar research that has been done previously so that the rationality of the research results is maintained.

The results of the validity test indicate that the instruments used in this study are valid or can be used in actual research. Not only valid, this research instrument is also reliable or reliable, meaning that the instrument can be used not only at this research location, but also at other locations with the same research problems.

The results of the correlation coefficient test and simple determination show that there is a strong and significant relationship between the variables of visionary leadership style and motivation and employee performance and the adjusted correlation also illustrates that there is a contribution of visionary leadership style and motivation to employee performance.

As also explained by the relationship between leadership style and motivation and performance according to Hidayat (2018: 143) "Leadership style is a pattern of behavior designed in such a way as to influence subordinates so that they can maximize the performance of their subordinates so that organizational performance and organizational goals can be maximized. and motivating employees so that it is expected to produce high productivity.

1. The Effect of Visionary Leadership Style on Employee Performance.

The influence of visionary leadership style on employee performance results of data analysis using multiple linear regression shows that visionary leadership style has a positive influence on the performance of employees of the Paser District Fisheries Office.

Where researchers for visionary leadership style submit 9 statements. With the statement that the head of the service thinks about the future of the Fisheries Service organization, the average answer is thinking, the head of the service creates the culture and behavior, the average respondent answers creating the culture and behavior.

Organizations that are advanced and anticipatory by respondents who answered advanced as well as statements by the head of the service are trying to create a quality service, and the head of the service clarifies the direction and objectives of the office the respondents answered clarifying the direction and goals of the organization so that it is easy for employees to understand and articulate.

The results of this study are in line with John Adair's theory in Hidayah et.al (2016: 101) Visionary leadership is the ability of leaders to create, formulate, communicate, socialize, transform, and implement ideal thoughts that originate from oneself or as social interactions between members of the organization and stakeholders who are believed to be the ideals of the organization in the future which must be realized through the commitment of all members.

These results are also supported by previous research by Radiyusmar (2018) which tested the effect of leadership style on employee performance with the results of the analysis namely leadership style has a positive and significant influence on employee performance.

2. The effect of work motivation on employee performance

The influence of work motivation on employee performance based on the results of multiple linear regression tests and correlation tests found that work motivation also has a positive effect on employee performance. Paser District Fisheries Service.

By submitting 9 statements of the needs of your life, you can fulfill such as food, clothing and boards, the respondent answered that they are fulfilled. With the salary and income earned, it will provide motivation to work for you. Respondents answered motivated and stated that your workplace is in safe conditions, both facilities and Prasaranya respondents are more likely to answer safe.

The results of this study are in line with the theory of motivational goals according to Gito Sudarmo et.al (2015) is a factor that encourages a person to carry out a certain activity, therefore motivation is often also interpreted as a driving factor for one's behavior. Every activity carried out by someone must have a factor that drives this activity and the motivational goals by Hasibuan in Atmaja 2012 are as follows:

1. Encouraging passion and morale
2. Increase employee morale and job satisfaction
3. Maintaining employee loyalty and stability
4. Improve discipline and reduce employee absenteeism
5. Streamlining the procurement of employees
6. Creating a good working atmosphere and relationship
7. Increase employee creativity and participation
8. Increasing employees' sense of responsibility towards their duties.

The results of previous research conducted by Radiyusmar in 2018 also stated the same thing that motivation that is carried out intensively will be able to encourage employee motivation and performance. If employee motivation and performance increase, in the next turn it will also be followed by increased performance. Radiyusmar's statement suggests that an organization needs to manage motivation intensively within the framework of improving the performance of employees at the Taba Health Center, Lubuklinggau City.

3. The Effect of Visionary Leadership Style and Motivation on Employee Performance

To determine the effect of leadership style and motivation on leadership style which is significant in influencing employee performance, a t test is carried out. The t-test result for the leadership style variable is 3.399 and this result is greater than the t-table critical value of 2.001, meaning that the leadership style variable is significant in influencing employee performance.

While the results of the t test for the motivational variable produce a critical value. These results indicate that the variable of work motivation is significant in influencing the performance of employees at the Paser District Fisheries Service. All of the statistical processes above have not fully answered the proposed hypothesis, so it is necessary to carry out an F test to answer the proposed hypothesis.

These results provide a conclusion that the hypothesis which states that visionary leadership style and motivation affect the performance of the Paser Regency Fisheries Service employees is acceptable and the aim of analyzing the effect of visionary leadership style and motivation on the performance of Paser Regency Fisheries Service employees can be done well with the F test approach.

All of the above results are the same as the results of research conducted by Radiusmar (2018) who in his research showed that leadership style and work motivation simultaneously affect the performance of Taba Public Health Center employees in Lubuklinggau City that employee performance is significantly influenced by leadership style and work motivation simultaneously and partial.

The results of this study state that leadership style and work motivation affect employee performance, applying the right leadership style and providing work motivation to employees will have an impact on improving employee performance in an organization.

In line with John Miner's theoretical opinion in Fahmi (2017: 134), to achieve and assess performance, there are dimensions that become benchmarks, namely:

1. Quality, namely the level of error, damage, accuracy.
2. Quantity, namely the number of work jobs produced.
3. Use of time at work, namely the rate of absence, tardiness, effective working time/lost working hours.
4. Cooperation with others in work.

IV. Conclusion

1. Based on the results of the research and discussion, several conclusions can be drawn as follows: From the test results it was found that the results of the analysis support the entire hypothesis H1, H2 and H3. In summary it can be concluded that:

2. The results of the single factor test on the visionary leadership style hypothesis found that the test results support the hypothesis or H1 is accepted. This is due to the high expectations of employees for leaders who are inspiring, high-spirited, committed and oriented towards improving the quality of the institutions they lead in the future. In other words, a single factor. Visionary leadership style has a positive effect on employee performance at the Paser District Fisheries Service.

3. The results of the single factor test on the work motivation hypothesis found that the test results support the hypothesis or H2 is accepted. The effect of motivation on employee performance at the Paser District Fisheries Service is marked by a conducive and productive work environment along with the awards and appreciation given by the head of the service to the employees he leads.

4. The results of the hypothesis correlation test of visionary leadership style and work motivation on employee performance show a positive value or H3 is accepted. Visionary leadership style and motivation together have a significant effect on employee performance, applying the right leadership style and providing work motivation to employees will have an impact on improving employee performance in an organization.

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