

The Effect of Leadership Style on Performance in Shariah Ranihah Abadi Makmur Cooperation

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Abstract

This study aims to determine the magnitude of the influence of leadership style on the performance of employees in the Syariah Financing Cooperative Savings and Loans (KSPPS) Rabihah Abadi Makmur Belitang III east OKU. The conclusion obtained is $r = 0.772$ which has been consulted with a conservative standard which is located between 0.60-0.799 which means it is classified as a strong correlation or influence between leadership style and employee performance in Sharia Financing Savings and Credit Cooperatives (KSPPS) Rabihah Abadi Makmur Belitang III East OKU and after hypothesis testing known t count = 3.66 and t table obtained 1.833. The advice that can be given is that the cooperative must provide training to employees so that they understand more deeply carry out their duties so that employees can improve their performance.

I. INTRODUCTION

Cooperative is a joint effort of a group of people who have the same interests with the aim of improving the welfare of its members. Cooperative is an economic movement based on the principle of kinship. Cooperatives in Indonesia are currently growing rapidly because its members consisting of the general public already know the benefits of establishing a cooperative, which can help the economy and develop the creativity of each member. Efforts from the establishment This cooperative is very beneficial for the community to better understand cooperatives. The main characteristic of cooperatives that distinguishes them from other business entities (non-cooperatives) is the position of members in Law No. 25 of 1992 concerning cooperatives stated that cooperative members are the owners and users of cooperative services.

The purpose of cooperatives as a company or business entity is not solely on the profit orientation, but also on the benefit orientation. Therefore, in many cases cooperatives, cooperative management does not pursue profit as the company's goal because they work based on service. For cooperatives in Indonesia, the objective of cooperative business entities is to advance the welfare of members in particular and the community in general (Law No. 25/1992 article 3) . This objective is spelled out in various aspects of the program by cooperative management at each annual member meeting. Cooperatives also make a significant contribution to the formation of national products, increased exports, expansion of employment and business opportunities, as well as increased and equitable distribution of income.

At this time there are still many people who do not understand how important the role of cooperatives as one of the sectors of business in the Indonesian economy. Maybe there are still many people who consider cooperatives only ordinary financial institutions. But in reality cooperatives are one of the three formal business sectors in the Indonesian economy. in addition to emphasizing social and economic interests, economic activities also emphasize moral interests.

The Indonesian government is very interested in cooperatives, because cooperatives in the economic system are the cornerstone of cooperatives. Indonesian cooperatives do not yet have the ability to carry out their roles effectively and strongly. This is due to cooperatives still facing structural obstacles in the mastery of production factors, especially capital. Thus, more attention is needed. more broadly by the government so that the existence of cooperatives in Indonesia can truly be a pillar of the Indonesian economy which is an economic system as outlined in the 1945 Constitution.

Cooperative as an institution where people who have relatively homogeneous interests, gather to improve their welfare. In the implementation of its activities, cooperatives are based on the values and principles that characterize it as an economic institution. Values contained in cooperatives, such as self-help, self-reliance, and cooperation will produce a synergistic effect. This effect will be a very powerful force for cooperatives to be able to compete with other economic actors. This conception places cooperatives as a business entity that is strategic enough for its members to achieve economic goals which in turn have an impact on society at large. In the New Order (New

Order), the construction of cooperatives was very significant. It was colored by the success of the movement of the bank bjb employees who were members of the bjb bank employee cooperative (Ziebar).

A cooperative is said to be successful if its leadership style is able to improve the welfare of its members. In this case, the better the performance of the leader, the greater his ability to prosper his members. The greater the role of leaders in improving the welfare of their members. The higher their participation in cooperative activities. So, the relationship between leadership style, cooperative performance, member participation is a relationship that affects each other. Cooperative members have a strategic role for the development of cooperatives, members can function as owners and as well as service users. As the main characteristics of cooperatives that are not owned by other forms of companies. As owners must participate in the capital injection, monitoring and decision-making, with will obtain adequate SHU division. The success of cooperatives can also be seen from the ability of leaders in promoting the economics of their members. Therefore it can be said that the role of leadership style is very large for its members.

Sharia cooperative is a business entity consisting of people or cooperative legal entities with activities based on sharia principles, namely the Quran and Hadith. The aim of the Sharia Savings and Credit Cooperative (KSPPS) is prosperous and prosperous, namely the welfare of the members' economics with Islamic norms and morals and the creation of brotherhood and justice among fellow members. As for its application, the Syariah Savings and Loan Cooperative (KSPPS) Rabihah Abadi Makur does not set interest in its savings and loan activities, where in this case, usury is contrary to justice and concern, this can be seen from the ignorance of interest and the fate of the debtor and not fair in determining the interest on the principal of capital, so it is very contrary to Islamic principles. Cooperative objectives can be achieved if the application of sharia principles is carried out thoroughly and not in piecemeal.

The basis of Islamic cooperatives, namely, Islamic cooperatives based on Pancasila and the 1945 Constitution, Islamic Savings and Loans Cooperative (KSPPS), prosperous, prosperous family prosperity, and based on Islamic Sharia, namely the Qur'an and as Sunnah with mutual assistance and mutual support. Sharia savings and credit cooperative business activities (KSPPS) prosperous rabihah that includes all halal business activities, both beneficial and beneficial with a profit sharing system without usury, in carrying out its role function, sharia credit saving and loan cooperatives (KSPPS) perpetual rabihah prosperous run a business in accordance with cooperative business certification. In addition, businesses run by Sharia cooperatives must comply with the fatwa and provisions of the National Sharia Council of the Indonesian Ulema Council and do not conflict with applicable laws and regulations.

Lately sharia savings and loan cooperatives (KSPPS) perennial prosperous rabihah has decreased performance this can be seen from the number of employees who come not in accordance with the hours of work and employees who come but come late instead many are sitting chatting even leaders have come first first and the number of tasks that were not completed in accordance with the leadership's orders.

Realizing the importance of leadership style in efforts to increase employee productivity, the Syariah Savings and Loans Cooperative (KSPPS) Rabihah Abadi Makmur Belitang III East OKU, with all its limitations, tried to implement the program. This condition is the background of the writer in the preparation of this thesis interested in taking the title: "The Effect of Leadership Styles On Employee Performance in Safety Loan Cooperative Cooperative Loans Rabihah Abadi Makmur Belitang.

II. METHODS

1. Data source

The sources of research data are:

a. Primary data

Namely a data obtained directly from research activities. Data is collected from respondents by interview or filling in a list of questions that have been prepared.

b. Secondary Data

That is a data obtained from outside the study that comes from documents, books, reports and other sources that are related to research and thesis writers.

2. Data Collection and Data Processing

Data collection and processing used in this study are:

a. Library Research

Namely collecting data by studying various kinds of literature, scientific books relating to research and thesis writers.

b. Field Research

Namely research that comes directly to the object of research to see and examine directly. Done by :

- 1) Observation
Namely the collection of data by way of direct observation of the location of research on Islamic Financing Credit Unions (KSPPS) Rabihah Belitang III Makmur Abadi East OKU.
- 2) Questioner
Namely the collection of data by way of giving a list of questions to managers or employees on Islamic Financing Credit Unions (KSPPS) Rabihah Belitang III Makmur Abadi East OKU.
- 3) Interview
Namely collecting data by conducting interviews directly with researchers leaders and employees who are considered to provide information needed in research.
- 4) Documentation
Namely the data obtained by looking at documents or records relating to research

III. DISCUSSION

In this discussion the correlation coefficient formula is used, the formula is as follows:

$$r = \frac{n \sum xi. yi - (\sum Xi)(\sum Yi)}{\sqrt{\{n. \sum Xi^2 - (\sum X)^2\}} \sqrt{\{n. \sum Yi^2 - (\sum Y)^2\}}}$$

Information:

\sum	Amount
r	Correlation Efficiency between x and y
X	Leadership Style Variables (the results of the independent variable numbers)
Y	Employee Performance Variable (result of the dependent variable)
n	x Employee Performance Variable (result of the dependent variable)
X ²	Square Variables Yield
Y ₂	Batch Variable Variable Results
X _y	Results of Multiplication Between Free and Bound Variables

To find out the size of the correlation arising between leadership style variables (X) and employee performance variables (Y), for that the authors use the Correlation Coefficient Interpretation guidelines which can be seen in Table 1 as follows:

Table 1. Interpretation of Correlation Coefficients

Coefficient interval	Relationship Level
0.00-0.199	Very low
0.20-0.399	Low
0.40-0.599	Is
0.60-0.799	Strong
0.80-1000	Very strong

(Sugiono, p. 184)

To find out the size of the correlation that arises between the leadership style (X) with employee performance (Y), it must know the percentage (%) by using the formula: $KP = r^2 \times 100\%$

After knowing the level of percentage that is affected then there are other factors that influence using the formula: $100\% - KP$

To test the hypothesis that has been described whether or not it can be accepted, the authors use the formula:

$$t = \frac{r\sqrt{n-2}}{\sqrt{1-r^2}}$$

(Anto Dajan, p.376. 2008)

Information :

t = Testing the correlation coefficient

r = correlation coefficient

n = Number of samples

"T" can be found by looking at the table "t" with a degree of freedom 0.05 for (n - 2), if $t > t(n - 2)$ then H_a is accepted and H_o is rejected but if $t < t(n - 2)$ then H_a is rejected and H_o is accepted before it is entered into a predetermined formula, then the results of the research from the questionnaire that has been distributed to respondents, tabulated into a table with an assessment of each answer given by the respondent are as follows:

- Alternative answer A is given a score of 3
- Alternative answer B is given a score of 2
- Alternative answer C is given a score of 1

From the correlation work table and the quantitative discussion results:

n : 11

$\sum x$: 259

$\sum y$: 246

$\sum x^2$: 6159

$\sum y^2$: 5526

$\sum xy$: 5822

Next to calculate the magnitude of the influence of leadership style with employee performance on the Sharia Savings and Loan Cooperative Rabihah Abadi Makmur Belintang III East OKU , calculated using the correlation coefficient formula as follows:

$$r = \frac{n \cdot \sum xy - (\sum x) \cdot (\sum y)}{\sqrt{n \cdot \sum x^2 - (\sum x)^2} \cdot \sqrt{n \cdot \sum y^2 - (\sum y)^2}}$$

$$r = \frac{11 \cdot (5.822) - (259) \cdot (246)}{\sqrt{11(6.159) - (259)^2} \cdot \sqrt{11(5.526) - (246)^2}}$$

$$r = \frac{64.042 - 63.714}{\sqrt{67.749 - 67.081} \cdot \sqrt{60.786 - 60.516}}$$

$$r = \frac{0.328}{\sqrt{0.668270} \cdot \sqrt{0.270}}$$

$$r = \frac{0.328}{\sqrt{0.180360}}$$

$$r = \frac{0.328}{0.42467}$$

$$r = 0.772$$

Based on the above calculation results obtained $r = 0.772$, after being consulted with conservative standards to find out whether or not the influence of leadership style on employee performance in Shariah Financing Savings and Credit Cooperatives (KSPPS) Rabihah Abadi Makmur Belintang III East OKU turns out $r = 0.772$ located between 0.60 - 0.799, which is included in the category of relationships that are classified as strong then it can be said that there is a strong influence between the influence of the leader style on employee performance in the Shariah Financing Savings and Loans Cooperative (KSPPS) Rabihah Abadi Makmur Belintang OKU Timur. The author uses the formula:

$$KP = r^2 \times 100\%$$

$$= 0,772^2 \times 100\%$$

$$= 0,5959 \times 100\%$$

$$= 60\%$$

After knowing the percentage level, to calculate other factors that affect the performance of employees in the Sharia Saving and Credit Cooperative Rabihah Abadi Makmur Belintang III East OKU are:

$$100\% - KP = 100\% - 60\% = 40\%$$

To test the hypothesis that has been proposed previously using the formula: t test, namely:

$$t = \frac{r \sqrt{n-2}}{\sqrt{1-r^2}}$$

$$t = \frac{0,772 \sqrt{11-2}}{\sqrt{1-0,772^2}}$$
$$t = \frac{0,772 \sqrt{9}}{\sqrt{1-0,772^2}}$$
$$t = \frac{0,772 \cdot 3}{\sqrt{1-0,5959}}$$
$$t = \frac{2,316}{0,6324}$$
$$t = 3,662$$

From the calculation results it was found that $t_0 = 3.662$ then when connected with t value at the confidence level of 0.95 which means the error rate of 0.05 is t count greater than t table ($3.662 > 1.833$), then the hypothesis proposed is rejecting hypothesis zero (H_0) and accept the Alternative Hypothesis (H_a).

IV. CONCLUSION

Based on the results of the research and discussion in the previous chapters, the writer can draw some conclusions as follows:

Correlation between the relationship of leadership style with employee performance in Rabihah Abadi Makmur Belitang III East OKU Savings and Loan Cooperative (KSPPS) obtained by $r = 0.772$. After consultation with conservative standards it turns out that 0.772 lies between 0.772 located between 0.600 - 0.772 which is included in the strong correlation. So it can be said that there is a strong relationship between leadership style and employee performance in the Savings and Loan Cooperative Financing (KSPPS) Rabihah Abadi Makmur Belitang III East OKU.

To answer the hypothesis stated in the previous chapter with the hypothesis test formula, obtained (t) table = 1.833, while (t) count = 3.662 which can be concluded that (t) count is greater than (t) table, so the hypothesis proposed in the previous chapter was proven, because the existing election was strong

V. SUGGESTION

The suggestions are as follows in work, it should be done with high employee performance and needed encouragement or motivation so that it will get more satisfying results. In completing the work it should be completed on time, so that goals can be achieved in accordance with the plans set. The leadership must be more disciplined towards employees who are late for work to be given a warning or given sanctions so that employees can be more disciplined. work leaders must give appreciation in the form of appreciation for employees who are always disciplined in working, their performance can always be maintained. With the completion of the preparation and discussion of this thesis, hopefully it will be useful for Rabihah Abadi Makmur Belitang III Savings and Loans Sharia Cooperative Financing III, East OKU in particular and for the reader can be used as a guide for the next discussion

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