

The Influence of Leadership Motivation on Employee Performance for Development of Human Resources in The Government of Ogan Komering Ulu Timur

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Abstract

In supporting the progress and development of an organization it is very necessary to be carried out seriously and continuously in all fields and all aspects of life. The availability of quality human resources and have a high work ethic is the main capital of an organization to be aligned with other organizations. Without the individuals of each individual to try to progress without the need to be forced, then an organization does not mean anything. In the human resource development and human resource development department of East Ulu Komering, apparently the directives have not been carried out properly so that the performance of employees is not optimal. The problem faced is how the influence of direction on the performance of the budget department employees in the human resource development and human resource development in East Ulu Komering. the purpose of this study was to determine the effect of direction on employee performance in the human resource and human resource development of the East Ulu Komering and useful as a reference for further research on the direction and performance of pegawai. hipotesis proposed, briefing has a positive effect on employee performance in the human resource and human resource development of the East Ulu Komering. data collection and processing using literature and field studies using observations, questionnaires, interviews and documentation. From the results of the discussion obtained the correlation between direction in an effort to improve the performance of employees at the human resources agency and the development of human resources of East Ulu Komering obtained the number r of 0.57. So it can be said that there is a moderate influence between directing on the performance of employees at the human resources agency and the development of human resources in Ogan Komering Ulu Timur.

I. INTRODUCTION

Employees of a company are basically the only major sources of an organization that cannot be replaced by other resources, because no matter how good an organization is, complete facilities and facilities will not be useful without having employees managing, using and maintaining them. The success of agencies in achieving their goals is a reflection of effective organizations. Civil servants as government officials and as civil servants are expected to always be ready to carry out their duties well and are ready to serve the community well too.

To be able to carry out their duties properly, employee coaching is directed to improve the quality of human resources in order to have characteristics and behavior that are dedicated to service, honesty, responsibility, performance and authority so that they can provide services according to the demands of community development .

In essence in an organization or agency performance problems are very complex and most important for employees. Performance is very important for the employee as an individual, because the success in achieving the goals of an organization or agency is a reflection or measure of the work value of the employee itself.

In fact there are still employees who often come late to work, there are employees who are passive about work, there are employees who are not on time in completing their work and there are still some employees who leave work during working hours without valid information. The above conditions cause problems for the organization to provide performance for employees in order to carry out the work to the maximum. because this will result in decreased performance of the employees themselves.

II. RELATED WORKS/LITERATURE REVIEW (OPTIONAL)

In the life of a human being or individual can not be separated from an activity direction for a particular purpose, this is all done before the activity is carried out in order to run well, and to be able to achieve a goal must be preceded by a thorough direction. The direction is the determination of a series of activities to achieving the desired results and this direction is the first function of the management function, if the directions made are not good then the results are less satisfactory as what was desired before. Management is very important and can be said is the key to the success of every business, because without good management it will be difficult to achieve a goal.

Management is a combination of science and art, the use of human resources and other resources, through a coordinated systematic process based on the division of work tasks, responsibilities in order to achieve a predetermined goal.

Performance is an important human resource management function and the key to the realization of goals, because without good performance it is difficult to realize the goals of an organization that is maximal. Performance is the desire and awareness to obey the rules and social norms that apply. Performance is a function of source management human resources are the most important and the key to the realization of goals because without good performance it is difficult to realize maximum goals. In increasing the quality and skills of employees and fostering the enthusiasm of employee work, the leadership must be able to improve performance because the leader is made a role model by his subordinates.

Performance is an activity carried out to encourage employees to follow various company regulations and norms that apply within the company concerned and provide performance measures against employees who violate these regulations. Thus the main purpose of fostering performance is for the survival of the company and the achievement of company goals (Josephine & -, 2017).

Good performance reflects the amount of a person's sense of responsibility for the tasks assigned to him. This encourages employee enthusiasm and employee work performance, a manager always tries to make his subordinates have a good performance and an effective manager in his leadership, if his subordinates behave performance. To improve performance, regulations are very necessary in an organization. Good company performance if most employees comply with applicable company rules and norms. If there is a violation of the performance of the rules, punishment is needed in educating, so that all employees obey company regulations and company norms. In providing penalties must be fair and firm. With expertise and firmness, the target of punishment will be carried out without any violation of performance.

Regulations are indispensable in improving *kekinerjaan* because it will provide guidance and counseling for employees in creating a system *tertib* which *baik*. dengan order good, morale, morale, efficiency and performance of employees will increase. Performance must be upheld in a corporate organization. Without the support of good performance, it is difficult for an organization to fulfill its goals. Performance is the key to the success of an organization in achieving its goals. Good performance reflects the amount of a person's sense of responsibility for the tasks assigned to him. This encourages employee enthusiasm and employee work performance, a manager always tries to make his subordinates have a good performance and an effective manager in his leadership, if his subordinates behave performance. To improve performance, regulations are needed in an organization. Good company performance if most employees comply with the company's rules and norms that apply (Yanti & Oktari, 2018).

If there is a violation of the performance of the rules, punishment is needed in educating, so that all employees obey company regulations and company norms. In giving penalties must be fair and firm. With fairness and firmness, the target of punishment will be implemented without any violation of performance. Regulations are needed in improving performance because they will provide guidance and counseling for employees in creating good discipline. With good discipline, morale, work morale, efficiency, and employee performance will improve. Performance must be upheld in a company organization. Without the support of good performance, it is difficult for an organization to realize its goals. Performance is the key to the success of an organization in achieving its goals.

The main purpose of providing work performance sanctions for workers who violate organizational norms is to improve and educate workers who commit performance violations. The sanctions for disciplinary violations imposed must be commensurate with performance violations committed so that they are fair and acceptable. violation of performance is any pattern of behavior to reproduce, circulate attachment containing suggestions or incitement to violate organizational rules both written and unwritten, unless it is done for the benefit of the organization.

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incitement to violate organizational rules both written and unwritten, unless it is done for the benefit of the organization.

Performance is the condition and ability of the success of a work done by humans to provide the expected benefits. To see performance in general, four kinds of considerations are used: economic considerations, physiological considerations, psychological considerations and social considerations. Effectiveness is the result of decision makers to show the direction of subordinate workforce or also called leadership effectiveness management, which helps to achieve the mission of an organization or achievement of goals.

The larger an organization becomes, the more complex and more important the problem. Because one of the basic responsibilities of management is obtaining, managing, motivating and controlling its human resources to achieve its business objectives as effectively as possible, then management must assume these responsibilities even though the problems are very complex.

Human resource management in agribusiness has many dimensions. First, it involves the overall function of recruitment, appointment, training, evaluation, submission of promotions, management of remuneration and benefits. In addition to handling formal functions in the field of management personnel must also develop an organizational structure where responsibilities, authorities and accountability must be clearly formulated. Leadership will be a determining factor for business success if managers try to motivate and control human resources to maximize productivity. To be able to achieve a goal well in the implementation of organizational activities, it must be supported by the ability and ability of each leader and employee to carry out these activities in order to be effective. The capabilities of each employee can be used as a benchmark of success to be achieved.

III. METHODS

An organization grows and develops from the human need to work together. And the human reason for organizing is to make cooperation effective. Organizing is setting the structure of tasks through determining the various activities needed to be the organizational goals of its parts, grouping activities, assignments, delegation of authority, and coordination of authority and information relations within the organizational structure.

Organizations can be understood in the sense of a "structure" that is as a grouping of activities needed to achieve goals and objectives. Assign each grouping to a leader with the authority needed to oversee it, and the target to coordinate the overall organizational structure. The organization structure must be designed to clarify the work environment so that all group members know what needs to be done to produce optimal work.

In planning the division of work of each group member, an organization must pay attention to the needs and objectives to be achieved, so that each part carried out clearly knows which activities should be carried out and become its responsibility. These activities can be carried out properly, if each group member of an organization is given authority and coordination must be given to them in carrying out their activities. This is so that between the parts that are in the group do not run alone. For that reason, an organizational structure is needed in carrying out the activities of an organization, so that each group member knows clearly the duties and responsibilities of each

V. CONCLUSION

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

Directive is a method to channel the behavior of subordinates in certain activities and avoid other activities by establishing rules and standards, then ensuring that the rules are obeyed.

In every application of direction is one of the processes that has the potential to play an important role so that employees can realize the goals of the organization.

To answer the hypotheses that have been stated in the previous chapter by using the hypothesis test formula, obtained t table = 1.860 while t count = 3.0208 which can be concluded that t count > t table or t count more large from t table, so the hypothesis proposed in the previous chapter is proven or H_a is accepted and H_0 is rejected, because the correlation is strong.

From the results of the above calculation, the result of r is 0.73 after consultation with conservative standards to find out whether or not the relationship turns out to be located at a distance between 0.600-0.799. It can be concluded that the influence of direction on the performance of employees in the human resources agency and the development of human resources of the Eastern Ulu Komering Commission has a strong influence.

IV. SUGGESTION

Based on the discussion of the previous chapters, the author tries to provide suggestions that may be useful and useful as a material consideration for employees in the staffing and human resource development of Ogan Komering Ulu Timur in order to continue to improve the performance of its employees.

These suggestions are as follows:

In carrying out their duties, the leadership should direct their employees so that they are enthusiastic and responsible in carrying out the work. It is also hoped that with good direction, employee performance will be improved.

Because of the strong influence on employee performance, it is best for employees at the human resource and human resource development body of the East Ulemas Commission to pay attention to the standard work procedures and organizational regulations.

It is better in carrying out all activities must achieve high performance from all elements in the organization, so that in carrying out its duties all employees have a big contribution to the organization.

Collaboration between employees must continue to be improved so that in carrying out its work can be completed on time and in accordance with the objectives of this agency, so that employee performance will always be improved and getting better day by day.

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