

The Influence of Leadership Style on Employee Work Spirit at the Tuweley Village Office, Tolitoli Regency

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Abstract

This research aims to influence leadership style on employee morale at the Tuweley Village Office, Tolitoli Regency. This research uses a quantitative design, the data source is in the form of primary data, namely data obtained through observations, interviews, documentation and questionnaires related to this research. Simple linear regression analysis method, t test, and coefficient of determination. Based on research results which show that there is an influence of Leadership Style on Employee Work Spirit at the Tuweley Village Office, Tolitoli Regency. This can be proven from the results of the simple linear regression equation variable $Y = 22.791 + 0.376 X$ and the constant of 22.791 is the value of the Employee Work Spirit variable when the Leadership Force variable is zero, then the Work Spirit value increases by 0.376. In the hypothesis test (test) there was a level of significance of the Leadership Style variable for Employee Work Spirit, namely that it was obtained $t_{hitung} > t_{table}$ or $4,983 > 1,697$ and $t_{sig} < 5\%$ or $0,000 < 0,05$ which showed that Leadership Style had a positive and significant effect on Employee Work Spirit at the Tuweley Village Office, Tolitoli Regency and its influence was categorized as very strong.

Keywords: *Leadership; Leadership Style; Work Spiri; Tuweley Village Office; Tolitolit.*

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INTRODUCTION

Human resources have a very important role in an organization. Human resources are a central force that can move all activities that exist and occur in an organization. Therefore, in order to achieve organizational goals, it is necessary to maintain and develop the morale of employees as human resources of an organization. Human resources have a very important role in an organization. Human resources are a central force that can move all activities that exist and occur in an organization.

One factor that can encourage an increase in the morale of a worker or employee is the leadership style of his superiors or leaders. If the leadership style used by the leader is not appropriate, then his potential abilities may not be fully realized in carrying out the work. This is caused by conditions where if the leadership style applied is appropriate, this means that it will also increase the morale of subordinates, because the willingness to work is different from the potential ability to work.

The results of interviews with several Tuweley Village Office employees caused employee morale to decrease if the leadership was not in the office or came to the office because the leadership had guests at home and could not leave the guests so that the leadership could not attend the office. And the leadership is also not completely in the office because 75% are outside with other activities such as meetings, meetings, etc. Apart from the leadership who is always outside, the leadership style in the sub-district office also has a relaxed style in leading its employees so that some employees do not enter the office without information, some have permission, etc., and the employees feel free to come to the office or not. Based on the background above, the author formulated the research problem that will be carried out, namely: Does Leadership Style have a significant influence on Employee Work Spirit at the Tuweley Village Office, Tolitoli Regency, the research objectives to be achieved in this research are: To determine the influence of Leadership Style significantly on Employee Work Spirit at the Tuweley Village Office, Tolitoli Regency.

METHODOLOGY

This research is a type of quantitative research, which in terms of its level of exploration or level of explanation, this research is associative research with a form of causal relationship. According to sugiyono (2012:59) causal relationships are causal relationships, so here there are independent variables (affecting) and dependent variables (affected). In this study, the data collection methods used were: Observation, Interview, Documentation, Questionnaire. Types of qualitative data and quantitative data. Sources Primary data and Secondary data. Data Analysis Methods are Partial Test (Test t) and Simple Coefficient of Determination and linear regression.

RESULTS AND DISCUSSION

Simple Linear Regression Test Results

Table 1 Simple Linear Regression Test Results

Coefficients ^a

Model		Unstandardized Coefficients		Standardized Coefficients	T	Sig.
		B	Std. Error	Beta		
1	(Constant)	22,791	5,893		3,867	,001
	KEPEMIMPI NAN	,376	,076	,673	4,983	,000

a. Dependent Variable: SEMANGAT KERJA
Source: Primary Data Processing Through SPSS

Based on table 1 above, it can be seen that the Constant value (a) is 22.791, while the leadership force value (b / regression coefficient) is 0.376, so the regression equation can be written:

$$Y = a + bX$$

$$Y = 22,791 + 0.376 X$$

Partial Test Results (Test t)

Table 2 Test Results t count and t table

Research Variables	t _{calculate}	t _{table}	Description
Leadership Style	4.983	≥ 1.697	Influential

Source: Primary data processed, 2021

Based on Table 2, the leadership style variable obtained a thitung and ttable value of 4,983 ≥ 1,697. Based on the results of testing the hypothesis above, it can be concluded that Ho was rejected, and Ha was accepted, which means that leadership style has a positive and significant influence on employee morale at the Tuweley Village Office, Tolitoli Regency.

Determination Coefficient

**Table 3 Determination Coefficient Test Results
Model Summary^b**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,673 ^a	,453	,435	2,17220

a. Predictors: (Constant), KEPEMIMPINAN

b. Dependent Variable: SEMANGAT KERJA

Source: Primary Data Processing Through SPSS

Based on table 3 above, it was found that the magnitude of R Square is 0.453. The magnitude of the determination coefficient number (R^2) 0.453 is equal to 45.3%. This means that the leadership style variable (X) is able to influence the work enthusiasm variable (Y) by 45.3% while the remaining 54.7% is influenced by other variables outside this regression model.

Based on research results which show that there is an influence of Leadership Style on Employee Work Spirit at the Tuweley Village Office, Tolitoli Regency. This can be proven from the results of the simple linear regression equation variable $Y = 22.791 + 0.376X$ and the constant of 22.791 is the value of the Employee Work Spirit variable when the Leadership Force variable is zero, then the Work Spirit value increases by 0.376. In the hypothesis test (test) there was a level of significance of the Leadership Style variable for Employee Work Spirit, namely that it was obtained by counting $\geq$ table or $4,983 \geq 1,697$ and $t_{sig} \leq 5\%$ or $0,000 \leq 0.05$ which showed that Leadership Style had a positive and significant effect on Employee Work Spirit at the Tuweley Village Office, Tolitoli Regency and its influence was in the very strong category.

The results of this research are in line with research conducted by Tarlis (2017) on the Influence of Leadership Style on Employee Work Spirit at Bank Mandiri Langsa Branch. As well as research by Priatna and Ferdiansyah (2015) on the Influence of Leadership Style on the Work Spirit of Civil Servants at the Ministry of Religion, Bogor Regency. Different research conducted by Lubaid (2011) regarding the influence of Leadership Style on Employee Work Spirit at Pertamina Depot Marketing Unit VII Poso which provides results on the Negative Influence of Leadership Style on Employee Work Spirit. Furthermore, Ramadhan and Yusuf's (2020) research on the Influence of Transformational Leadership Styles on Employee Work Spirit at the Bima Regency Transportation Service concluded that there is no influence between Transformational Leadership Styles on Employee Work Spirit.

CONCLUSION

Based on the results of research and discussion, it can be concluded that leadership style has a big influence on employee work enthusiasm at the Tuweley Village Office, Tolitoli Regency. This can be seen based on the following research results: Based on research results, it shows that leadership style has a significant influence on employee morale at the Tuweley Village Office, Tolitoli Regency. The results of this research show that leadership style has a positive influence on employee morale at the Tuweley Village Office, Tolitoli Regency and its influence is in the very strong category.

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