

The Influence of Authoritarian Leadership Style on Employee Performance CV. Globalindo Jaya Palembang

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Abstract

This study aims to examine the effect of authoritarian leadership style on employee performance at CV Globalindo Jaya Palembang. The data in this study was obtained through observation, document study, interviews and distributing questionnaires to all members of 32 respondents. The results of the study partially show that the authoritarian leadership style (X) has no significant positive effect on employee performance (Y) at CV Globalindo Jaya Palembang. This research is expected to provide benefits to the company in terms of improving employee performance.

Keywords : leadership style, employee performance

1. Introduction

CV Globalindo Jaya Palembang is a company in the Palembang city area that provides goods and services in the form of computer equipment and networking. CV Globalindo Jaya Palembang also has a vision of becoming the best computer and networking equipment store and able to provide customer satisfaction with the best service. From this vision, it is clear that to make this happen, CV Globalindo Jaya Palembang must have quality human resources. Quality human resources can be realized by CV Globalindo Jaya Palembang if the company is able to apply a suitable leadership style to the company in order to improve employee performance so that it can achieve the company's desired goals.

A leadership style can be said to be good if the leadership style can be applied by a leader well and can be accepted by employees in the company so that the employee's performance can be improved. If employee performance can be carried out well then this will have a good impact on achieving company goals. Therefore, leadership style plays a very important role and needs to be paid attention to by a leader. With an appropriate leadership style, a leader must be able to communicate well and be able to work together in terms of duties and responsibilities.

Based on the background of the problem above, the author formulated the problem in the research described above. How the Influence of Authoritarian Leadership Style Affects CV Employee Performance. Globalindo Jaya Palembang. The aim of this research is to determine the influence of authoritarian leadership style on the performance of CV employees. Globalindo Jaya Palembang.

2. Literature Review

In this research, the author will discuss theories related to Authoritarian Leadership Style on Employee Performance

2.1 Authoritarian Leadership Style

According to Hasibuan (2016:172) Authoritarian Leadership Authoritarian Leadership is Most of the power or authority rests absolutely with the leader if the leader adheres to a system of centralized authority. Decision making and policy are only determined by the leader himself, subordinates are not included in providing suggestions, ideas and considerations in the decision making process. According to (Sutikno, 2014), there are five indicators of authoritarian leadership style, namely:

1. often make decisions unilaterally without discussing it first with their subordinates
2. All tasks are detailed by the leadership
3. involving personal feelings
4. give employees the opportunity to express their opinion but only pay lip service
5. supervise work closely

2.2 Employee Performance

According to Anwar Prabu (2013: 67) employee performance is work performance or work results, both quality and quantity, achieved by human resources over a period of time in carrying out their work duties in accordance with the responsibilities given to them. Employee Performance Indicators

1. Quality
Work quality is measured from employee perceptions of the quality of work produced as well as the perfection of tasks regarding employee skills and abilities.
2. Quantity
Quantity is the amount produced and is expressed in terms such as the number of units, the number of circulation activities completed.
3. Punctuality
Timeliness is the level of activity that is completed at the specified time.
4. Effectiveness
Effectiveness is the level of use of organizational resources that is maximized with the aim of increasing the results of each unit in using resources.
5. Independence
Independence is the level of an employee who will later be able to carry out work functions according to his work commitments.

3. Research Method

In this research, the author will discuss issues related to the influence of authoritarian leadership style on employee performance at CV. Globalindo Jaya Palembang. The population used was all employees of CV Globalindo Jaya Palembang, totaling 32 people. The sampling technique used is saturated sampling, by making all members of the population the research sample. Based on this technique, the number of samples used in this research was 32 respondents

4. Findings and Discussions

Based on the questionnaire distributed to respondents, the following discussion will be carried out which aims to discuss the research problem and answer the research objectives. The respondents were all employees of CV Globalindo Jaya Palembang with a total of 32 people and the data processing used SPSS V.20 *for Windows* , so the following research was obtained:

4.1 Research Results

A. Validity and reliability test

Used to measure (valid) whether a questionnaire is valid or not. A questionnaire is said to be valid if the questions on the questionnaire are able to reveal something that the questionnaire will measure. The validity test is calculated by comparing the calculated r value (correlated items – total correlation). with the r_{table} value, if $r_{count} > r_{table}$ and the value is positive then the item or question is declared valid (Ghozali, 2013). According to Sujarweni (2018) the reliability test is a measure of the stability and consistency of respondents in answering matters related to question constructs which are the dimensions of a variable and are arranged in the form of a questionnaire. Reliability testing can be carried out simultaneously on all question items, if the Alpha value is > 0.6 then it is reliable, indicating the level of consistency and accuracy of the measurement results.

Table 1. Results of the cronbach's alpha test

Variable	Cronchbach's Alpha	R _{table terms}	Results
Authoritarian Leadership Style	0.728	0.6	Reliable
Performance	0.601	0.6	Reliable

The results of the reliability test show that all variables have a fairly large alpha coefficient, namely above 0.6, so it can be said that all the respective measuring concepts variables from the reliability questionnaire so that in the future the items in each variable concept are suitable for use as measuring tools.

B. Normality test results

The Normality Test aims to test whether in regression, the confounding or residual variables have a normal distribution. As is known, the t test assumes that the residual values follow a normal distribution. If this assumption is violated then the statistical test will be invalid (Ghazali, 2013). Scatter Plot is a graph that can be used to see a pattern of relationship between two variables. In order to be able to use a scatter plot, the scale used must be an interval and ratio scale.

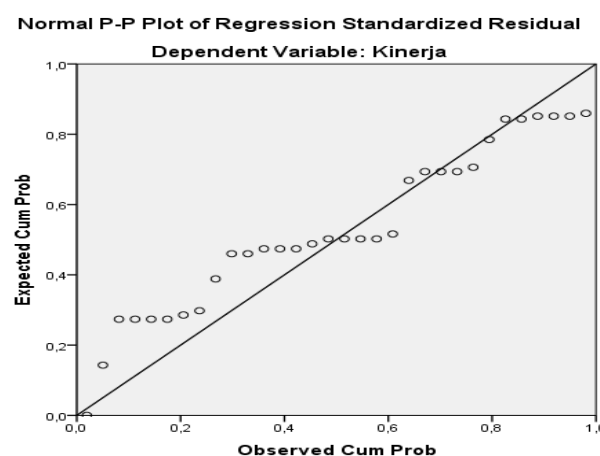


Figure 1. Normal PP plot graph

It is known in the normal PP Plot graph that the points are spread around the line and follow

the diagonal line, with this the residual data is normally distributed .

4.2 Hypothesis test results

test is a method to find out whether the independent variable has a significant effect on the related variable . And to partially test the influence of each independent variable used in this research, the t test was used with a significance level of 5 % ($\alpha = 0.05$) .

From the calculation results it is known that $T_{\text{count}} < T_{\text{table}}$ ($0.443 < 2.042$) and a sig value of $0.66 > 0.05$, this means that H_0 is accepted and H_1 is rejected , so it can be concluded that the Authoritarian Leadership Style has no positive effect on employee performance.

4.3 Results of simple linear regression analysis

Table 2. Simple linear regression test results

Coefficients ^a					
Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	44,894	7,083		6,338	,000
1 Authoritarian Leadership Style	,066	,149	,081	,443	,661

a. Dependent Variable: Performance

If you plug this regression equation into the regression equation $Y=a+bX$ you can get explained as follows:

The results of the simple regression test show constant $a= 44.894$ and coefficient $b= 0.066$. So the simple linear regression equation becomes $Y= 44.894+0.066X$. The constant (a) of 44.894 states that if there is no score for the Authoritarian Leadership Style variable ($X=0$), then the Performance variable score is 44.894 and the regression coefficient for the Authoritarian Leadership Style variable (X) has a negative regression coefficient direction with the Performance variable, namely $b=0.066$ meaning: If the Authoritarian Leadership Style variable increases by 1, the Performance variable will also increase by (0.066).

5. Conclusions

Based on the findings in this research, the following conclusions can be drawn based on the data analysis and discussion described in the previous chapter:

- From the calculation results above, it is known that $T_{\text{count}} < T_{\text{table}}$ ($0.443 < 2.042$) and a sig value of $0.66 > 0.05$, this means that H_0 is accepted and H_1 is rejected , so it can be concluded that the Authoritarian Leadership Style has no positive effect on employee performance.
- The results of the simple regression test show constant $a= 44.894$ and coefficient $b= 0.066$. So the simple linear regression equation becomes $Y= 44.894+0.066X$. The constant (a) of 44.894 states that if there is no score for the Authoritarian Leadership Style variable ($X=0$), then the Performance variable score is 44.894 and the regression coefficient for the Authoritarian Leadership Style variable (X) has a negative regression coefficient direction with the Performance variable, namely $b=0.066$ meaning: If the Authoritarian Leadership Style variable increases by 1, the Performance variable will decrease by (0.066).

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