



Leadership style along with work environment can have considerable influence on employee performance.

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Abstract

This study aims to analyze and confirm the influence on employee performance of leadership style and work environment. The data in this study was obtained from questionnaires distributed to the Batara Siang Pangkep Regency Regional General Hospital. Two types of data sources were used in this study, namely primary data obtained by distributing questionnaires at the Batara Siang Pangkep Regency Regional General Hospital and secondary data obtained from reports, documents, and other literature relating to this research. The method of analysis used is the multiple techniques of linear regression analysis. The findings showed that employee performance was affected positively and significantly by the leadership style and work environment.



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1 Introduction

The services are one of the public's highlights and complaints about the hospital (Mahmud, Basalamah & Latief, 2019). To accomplish common objectives that have been previously set, the hospital industry collects different service units. This, of course, affects the dynamics of running the organization significantly. External opportunities and challenges are also important factors that hospitals need to consider because the hospital industry's performance is very much determined by the performance of the unit, which consists of a group of people in it (Hasan & Putra, 2018).

Regulation of the Minister of Health of the Republic of Indonesia no.159b / MENKES / PER / 1988 concerning Hospitals that the task of hospitals is to carry out health services by prioritizing healing activities for sufferers and restoring physical and mental disabilities which are carried out in an integrated manner with efforts to increase (promotive) and prevent (preventive) as well as carrying out referral health efforts in

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achieving this, of course, it requires excellent and integrated services all of which can be performed by several factors. However, in this case, the author focuses on the spirit of employee performance about leadership style and work environment because its employees' morale dramatically influences an organization or company's success. Organizations and companies will always try to improve employee morale, hoping that the company goals will be achieved. If a company can improve its employees' performance, the company will get many benefits (Nasir, Murfat, Basalamah & Basalamah, 2020). Many factors can affect morale, including working conditions, co-workers, compensation, leadership, company, and environment (Mukminin, Semmaila & Ramlawati, 2020).

By directing and supervising staff closely to ensure that tasks are carried out as desired, leaders who are less able to pay attention to their subordinates tend to be even more autocratic. Leaders like this pay more attention to job execution than employee development, which will cause discontent with employees who want to grow (quote). If this situation is not immediately resolved, the goal of the company to improve employee performance and company performance can not be achieved; it will even hinder its survival in the future (Erniwati, Ramly & Alam, 2020).

The working environment can create a binding working relationship between individuals in the background (Wahyudi, Semmaila & Arifin, 2020). Efforts should therefore be made to make the work environment excellent and conducive, as it will make employees feel at home in the room and feel happy and excited to perform each of their duties (Najib & Ramlawati, 2018). The lack of a harmonious relationship between peers and colleagues, colleagues with leaders, and even leaders and leaders can hinder the morale of employees, the work environment, and even less supportive equipment is a work environment that is not conducive (Imran et al., 2012). Factors in the work environment that encourage employees to work can increase employee morale, such as harmonious colleagues, a comfortable working atmosphere and supporting facilities at work (Gunaseelan, & Ollukkaran, 2012).

This research topic is considered essential because it is believed that good leadership and a working environment cause staff to feel motivated to perform at their best and provide good service (Muliana, 2018). The implementation of leadership and the work environment is an expression of the reasonable concern of the company for the moral and material needs of staff (Halim, 2019; Rahmi, Mallongi & Sukmawati, 2020).

The initial observations we made on the Pangkep Regency of the Batara Siang Regional General Hospital (RSUD) showed indications that showed a lack of employee-owned work performance. These indications include that some staff do not finish work on time, but during working hours, there are still staff who do things outside their duties. Work environment variables must also be considered by the company. The working environment is an environment in which employees can influence them to perform their assigned duties. Personal comfort and performance are provided by the right work environment (Ramli, 2019). A work environment that satisfies employees will improve the performance of employees and, conversely, an unsatisfactory work environment can decrease the performance of employees (Putri et al., 2019). Companies must therefore strive for the right working environment and meet standards (Badrianto & Ekhsan, 2020). An employee expects work conditions that are appropriate and not light (Chandra, 2016). This will significantly affect the performance of employees if the working conditions are not likely (Ramli, 2019).

Leadership style is another factor that affects employee performance (Salam & Taufik, 2020, Ramli, 2020). A determinant of business success is the style of leadership in an organization (Buil, Martínez & Matute, 2019). Leadership in a hospital will influence the activities of people so that they are prepared to work together to achieve a predetermined objective. A less efficient leadership style will have an impact on the performance of employees. It can be felt how vital the role of leadership style is in stimulating and motivating employees to have high employee work performance to pay attention to the existence and survival of the hospital.

The authors chose Batara Siang Regional General Hospital, Pangkep Regency, as the object of research in relation to the things described above. The reason is that the Pangkep Regency, Batara Siang Regional General Hospital, is a General Hospital located in Pangkep Regency, South Sulawesi, which seeks to improve its community services, how to apply leadership patterns and maintain the work environment to provide its patients with optimal service. Our research proposes two hypotheses as follows based on the description we have described:

H1: Leadership style has a positive and significant effect on employee performance

H2: The work environment has a positive and significant effect on employee performance

2 Research Method

The population of this study was 66 individuals in 2019 at the Batara Siang Regional General Hospital Administration in Pangkep Regency. The sampling technique uses the method of the census. Namely, the entire population is the number of samples (Arikunto, 2010). In this study, data analysis was done in several phases, such as testing the validity and reliability of the data. Testing of hypotheses uses the multiple regression method with the formula:

$$Y = a + b_1X_1 + b_2X_2 + e$$

Description :

- Y = Employee performance
- X1 = Leadership Style
- X2 = Work environment
- a = Constant
- b = Regression coefficient

Hypothesis testing is done by partial test (t test). The probability value (sig) is obtained by the criteria: If probability (sig) > $\alpha = 0.05$, then H0 is accepted and Ha is rejected. If probability (sig) < $\alpha = 0.05$, then H0 is rejected and Ha is accepted.

3 Result and Discussion

Result

The validity test in this study pearson correlation level with a significance level of $\alpha = 0.50\%$. A measuring instrument is declared valid if the significance value is ≤ 0.5 and vice versa. Based on the results of the validity test, it can be seen that all the questionnaire instruments for leadership style (X1) are declared valid because the pearson correlation value of the leadership variable is at a significance value of $0.00 < 0.5$.

In order to ensure that the questionnaire instrument used in the research is reliable, reliability testing is conducted. By paying attention to the value of Cronbach's Alpha, If the Alpha (CA) coefficient is greater than or equal to 0.6 or $CA > 0.6$, the instrument used as a variable measurement indicates that it is reliable and vice versa. The reliability test results with a Cronbach Alpha value > 0.6 are shown by all indicators that affect employee performance, including leadership style, work environment, and employee performance. This means that all the indicators are reliable in the questionnaire proposed in this study.

Table 1. Reliability Test Results

Research variable	Coefficient ValueCronbach's Alpha	Criteria	Info
Leadership Style	0.846	0,60	Reliable
Work environment	0.850	0,60	Reliable
Employee performance	0.877	0,60	Reliable

Table 2 shows that the leadership style produces a probability value (sig) = 0.000 < 0.05, then H0 is rejected and Ha is accepted. Thus, it can be concluded that the leadership style variable has a positive and significant

effect on employee performance. The work environment variable produces a probability value (sig) = 0.000 < 0.05, then H₀ is rejected and H_a is accepted. Thus, it can be concluded that work environment variables have a positive and significant effect on employee performance.

Table 2. Hypothesis Test Results (t test)

		Coefficients ^a				
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	,013	1,392		,009	,993
	Work environment	,311	,056	,386	5,567	,000
	Employee performance	,590	,068	,606	8,734	,000

To demonstrate that the style of leadership and the working environment simultaneously affect the performance of employees at the Pangkep Regency Batara Siang General Hospital (RSUD). The F test is used in which, if the significance value is < 5 percent, the variables of leadership style and work environment are said to have a simultaneous effect on employee performance at the Batara Siang Pangkep Regency General Hospital. The effect of the independent variable on the dependent variable at the same time can be seen in the table below:

Table 3. Simultaneous Test

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	349,303	2	174,651	179,840	,000 ^b
	Residual	61,182	63	,971		
	Total	410,485	65			

Table 3 shows that the significance is 0.000, so it can be said that the significance is 0.000 < 0.05. This means that the leadership style and work environment results simultaneously have a significant effect on the performance of the employees of the Batara Siang General Hospital (RSUD), Pangkep Regency.

Table 4. R Square

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	,922 ^a	,851	,846	,985	1,589

Table 4 shows the value of the coefficient of determination R square (R²) 0.851 or 85.1%. Thus the research contribution of leadership style variables and work environment to employee performance at Batara Siang General Hospital Pangkep Regency is 85.1%. The rest is 14,9% is another variable factor outside of this study.

Discussion

This research demonstrates that at the Batara Siang General Hospital Pangkep Regency, the leadership style has a positive and significant effect on employee performance. This demonstrates that if the leadership style of staff at the Pangkep Regency of Batara Siang General Hospital increases, the performance of the employee will also increase. Adaptability and flexibility factors are responsible for this. This implies that medical staff are always assigned by the leadership to formulate a work plan so that it is well organized and the leadership's

adaptations are done well so that staff feel cared for and cared for. From the results of the partial regression coefficient, it was found that at the Batara Siang Public Hospital, Pangkep Regency, the work environment had a positive and significant effect on the savings decisions of customers. This demonstrates that the performance of the employee will also increase if the work environment applied by the Batara Siang General Hospital Pangkep Regency increases. This is due to working convenience. This implies that the work environment felt by employees of the Pangkep Regency Batara Siang Public Hospital is comfortable and safe, so improving their performance is good for employees.

4 Conclusions

This study shows that, partially and simultaneously, there is a positive and significant impact on the performance of staff in the administrative division of the Pangkep Regency Batara Siang Regional General Hospital between leadership style and environment. In determining the steps to achieve objectives, the value of the item leadership can be analyzed from the leadership style. The majority of respondents still agree that they have good communication skills in delivering orders to subordinates or staff (with a value of 4.1). Researchers' suggestions for leaders to analyze and determine steps towards achieving goals. In conveying orders to subordinates or workers, the leader must also have good communication skills. Existing work environment data, the value of the item to operate safely (with a value of 4.1) and most respondents still agree to work safely with the item. The findings of this research suggest that businesses can enhance safety at work. In order to obtain more varied results that can describe what things can affect employee performance, such as work motivation, work training, and other variables, it is hoped for further researchers to examine other variables outside the variables in this study.

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