



The influence of leadership on the work effectiveness of village apparatus in oben village, nekamese district, kupang regency

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ARTICLE INFO

Article history:

Received Sep 08, 2024

Revise Sep 20, 2024

Accepted Oct 05, 2024

Keywords:

Apparatus;
Effectiveness;
Leadership;
Village.

ABSTRACT

Professional leadership at the village level is vital for the effective functioning of local organizations and the achievement of their goals. In Oben Village, Kupang Regency, the Village Head plays a crucial role in motivating and directing village officials to ensure efficient service delivery. However, issues such as delays in administrative services and non-compliance with established service standards have been observed, including slow processing of livestock ownership documents. This study investigates the influence of the Village Head's leadership style on the work effectiveness of village officials. Using a quantitative survey method, data was collected from 22 respondents through questionnaires, observations, interviews, and documentation. The analysis, conducted using simple linear regression, aims to determine how leadership style affects the performance and service quality of village officials in Oben Village.

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INTRODUCTION

Leadership has a major role in the dynamics of organizational life (Northouse, 2021; Riggio & Newstead, 2023). Leadership acts as the driving force of all resources in the organization. The success of an organization in achieving its goals will largely depend on the leadership quality of the leader himself (Fischer & Sitkin, 2023; McCauley & Palus, 2021). The implementation of leadership creates interaction between leaders and subordinates on a reciprocal basis. This of course depends on what will be achieved, the human behavior involved, the knowledge, and the ideas that are raised. Therefore, leadership must be able to play a role in moving and directing people, meaning that a person who is called a leader must have the ability to influence subordinates so that they have a sense of participation and responsibility for the survival of the organization (Tampubolon, 2022). Aside from leadership, factors such as motivation, job satisfaction, work environment, training, and organizational culture also influence the work effectiveness of village officials in Oben. Additionally, external factors like government policies and community support play crucial roles in shaping their performance.

The leader is the person who is responsible for the success or failure of the organization he leads, while the subordinates are a large part of the implementing elements who play a role in completing the work according to their respective fields of duty (Nisa et al., 2024; Sari et al., 2020). Employees or apparatus in organizational life are in principle oriented to their duties (Himpi & Sinaga, 2024), therefore it is the responsibility of the leadership to try so that they can work according to the predetermined plan. So that the more capable a leader is in carrying out his leadership, it can help the organization in creating employees who are able to carry out the tasks assigned to them well, which in the end the results of the work achieved are in accordance with expectations (Gaol, 2020; Mardizal et al., 2023).

In reality, leaders play a very large role in the members of the organization, which can be seen in the style of behavior when carrying out their duties and responsibilities (Carton, 2022; Stone & Patterson, 2023). Similarly, in professional leadership at the village level, it is very much needed, a leader who is responsible for the running of the organization strives to make his subordinates work well so that the goals of the organization can be achieved (Antlöv, 2003; Swasono & Budiyo, 2021). The implementation of government at the village level, the Village Head is certainly needed as a driving force or always provides motivation by providing enthusiasm and encouragement, to awaken, direct, in carrying out work (Hermawan, 2023; Putri et al., 2023). In this case, the leadership of the village head is very important to the effectiveness of the work of village officials in Oben Village, Kupang Regency. Because one of the factors that affect work effectiveness is leadership style (Rahman et al., 2022). In an organization, the leadership style of the village head as the leader of the village government is very important in determining the success of the village officials in carrying out their duties. The leadership of the village head in setting an example and good behavior as a leader will attract village officials to work well, grow each of their subordinates to behave and be positive and motivated in working so that high performance is created in achieving organizational goals.

The Oben Village Government of Kupang Regency is required to provide optimal administrative services to the local community. However, in practice, when providing services to the local public, many employees often take actions that are not in accordance with the service standards that have been determined by the Oben village government. This can be seen from the results of observations and interviews with the local community, where there are complaints during the slow administrative service process of the Oben Village Government of Kupang Regency, such as the management of livestock ownership letters, where the community has to wait for a long time in regulating the letter because the officials are late in entering the office, or stalling the time to complete the letter. The leadership of the village head here is required to warn and give direction to employees to be more responsible in providing community services (Sunarto, 2023). Because by increasing community satisfaction, it can help the government to create a healthy and good image of village apparatus (Iskandar et al., 2021). Meanwhile, the image of village government is an important component and a must that must be owned and made by the village head, because the creation of order and peace in the community is the main basis or a foundation for the achievement of good and directed community survival (Refly & Esti, 2020).

Leadership can be defined as a complex process in which a leader influences his subordinates in carrying out and achieving the vision, mission, and tasks that thereby bring the organization to be more advanced and united. A leader must carry out this process by implementing his leadership qualities, namely, trust, values, character ethics, and skills (Sriyana, 2022). Meanwhile, according to Wijaya (2017) leadership can be expressed simply as an art to influence people to do what they believe needs to be done. The ability of a leader to apply the leadership style desired by his members is not an easy thing because each individual has a different personality.

There are 6 leadership indicators described by Paramita (2017) including the following. First, decision. That is, the leader provides authority and responsibility in decision-making for

subordinates in completing work. Second, motivation. That is, the leader provides guidance, encouragement and supervision to subordinates in the implementation of work. Third, communication. That is, communication is carried out as a way to do it in the work process so that subordinates want to cooperate. Fourth, responsibility. That is, the leader performs his duties and is fully responsible for the organization he leads. Fifth, ability to control subordinates. That is, the leader is able to lead in controlling or supervising his subordinates in the organization. Sixth, ability to control emotions. That is, leaders have emotional intelligence in managing situations and conditions in the organization.

The indicators of work effectiveness according to Siagian (2023) are as follows. First, time. That is, punctuality in completing a job is the main factor. The longer the task is charged or done, the more tasks will follow and this will reduce the level of work effectiveness because it takes a lot of time. Second, assignment. Subordinates must be informed of the purpose and importance of the tasks delegated to subordinates. Third, productivity. A subordinate who has high work productivity at work will certainly be able to produce good work effectiveness. Fourth, job evaluation. The leader assesses the work results of subordinates by evaluating the work results of subordinates whether they have been able to complete tasks in accordance with the skills and qualities expected by the leadership. Fifth, supervision. With supervision, the work results of subordinates can be monitored and reduce or minimize the risk of errors in the implementation of tasks.

A hypothesis is a conjecture, conclusion, or provisional answer to a problem that has been formulated in the formulation of the problem, namely a provisional answer to the things questioned in the formulation of the problem. The hypotheses in this study are: H0:

Leadership has no effect on the effectiveness of the work of Oben village officials, Kupang Regency, Ha: Leadership affects the effectiveness of the work of Oben village officials, Kupang Regency

RESEARCH METHOD

The type of research used by the researcher is quantitative research with a descriptive design method, namely a fact-finding method with the right interpretation. This research studies problems in society, applicable procedures about relationships, activities, attitudes, views and ongoing processes.

The data source refers to the research population as well as the determination of the sample used in the study. The population in this study is all village officials in Oben Village which totals 45 people, consisting of: Village Secretary 1 person, Kaur 4 people, Kasie 4 people, RW Chairman 4 people, RT Chairman 12 people, Village Empowerment Cadre 11 people, Community Leader 8 people. The sample in this study is part of the population that will provide information in this study. The sample in this study is 45 people.

The data analysis technique in this study is using a simple linear regression formula. In this stage, this analysis technique presents the author's statement or questionnaire using a Likert scale, ranging from 1 (strongly disagree) to 5 (strongly agree). Data analysis used simple linear regression analysis is used to find out how much influence independent variables have on dependent variables. Independent variable (X) is leadership, while the dependent variable (Y) is work effectiveness. The general form of the simple linear regression equation used in the study is as follows:

$$Y = a + bx$$

Where:

Y = Predicted value

a = Constant or when price X = 0

b = Regression Coefficient

x = Independent variable value

RESULTS AND DISCUSSIONS

To find out the influence of the independent variable on the bound variable, a simple linear analysis tool is used. After being fulfilled, data modeling is carried out using simple linear analysis using the help of the SPSS program as follows:

Table 1. Regression Analysis Test Results

Type	Unstandardized Coefficients		Standardized Coefficients	T	Sig.
	B	Std. Error	Beta		
1	(Constant)	32.614	6.866	5.025	.000
	Effectiveness Work	.521	.071		8.424
			.709		

a. Dependent Variable: Leadership

Based on the results of the above analysis, a simple linear regression model is as follows.

$$Y = 32.614 + 0.521X$$

Based on the regression equation model, the following things can be interpreted: (a) The constant value of 32.614 shows that if the leadership variable is equal to zero, then the average value of the Work Effectiveness variable is 32.614 units. (b) The value of the Regression Coefficient of Variable X (leadership) of 0.521 indicates that every change in the leadership variable of 1 unit will affect the effectiveness of work by 0.521 units.

Table 2. Results of Partial Test (T-Test)

Model	Unstandardized Coefficients		Standardized Coefficients	T	Mr.
	B	Std. Error	Beta		
-	(Constant)	32.614	6.866	5.025	.000
	Effectiveness Work	.521	.071		8.424
			.709		

a. Dependent Variable: Leadership

Based on the table above, the t-table value obtained can be seen to get a conclusion whether to accept or reject H0, first by determining the t-table to be used. The value of this t-table depends on the magnitude of df (*degree of freedom*) and the significant level used of 5% and the value of df of $n - k - 1 = 45 - 1 - 1 = 43$ obtained a t-table value of 2.01669 (see attachment).

The results of the analysis using the SPSS 22 program obtained the results of t-count value $8.424 > t\text{-table } 2.01669$ and significance value $0.000 < 0.05$, it can be concluded that the hypothesis in this study is accepted, namely the Leadership variable (X) has a positive and significant effect on the Work Effectiveness (Y) of the Oben Village Apparatus, Nekamese District, Kupang Regency.

The value of the determination coefficient is a value that ranges from 0%-100%. To find out the magnitude of the determination coefficient (R²) can be seen in the following table:

Table 3. Determinant coefficients

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.766a	.616	.610	6.210

a. Predictors: (Constant), Work Effectiveness

b. Dependent Variable: Leadership

Based on the results of the determination coefficient analysis in the table above, the amount of the adjusted determination coefficient or *R Square* number is 0.616. Or 61.6%. This value shows that the influence of leadership on work effectiveness is 61.6%, while the remaining 38.4% is explained by other variables that are not studied.

A simple linear regression analysis method was used to predict the influence of Leadership on the effectiveness of the work of the officials of Oben village, Nekamese District, Kupang Regency. From the results of the simple linear regression test, it can be seen that the Leadership variable has a positive effect on the effectiveness of the work of village officials. To determine the significance of the influence of Leadership on work effectiveness at the Oben Village Office, a t test was carried out ($8,424 > 2,0166$). Thus, the hypothesis proposed in this study can be proven to be true, namely that leadership has an influence on the effectiveness of the work of Oben village officials.

The results of this study are supported by previous research by Juharni and Congge (2021) The Influence of Leadership on Employee Work Effectiveness at the Regional Education and Training Personnel Agency of East Luwu Regency. The results of the statistical test show that the influence of Leadership on the effectiveness of employee work is positive (unidirectional). Based on the results of the t-test, a significant value of 5% is obtained, then H1 is accepted or H0 is rejected. This means that Leadership affects the Work Effectiveness of Employees of the Regional Education and Training Personnel Agency of East Luwu Regency.

CONCLUSION

Based on the results of the study, it shows that Leadership has a positive effect on work effectiveness by 61.6% while the remaining 38.4% is influenced by other variables that are not studied. Meanwhile, the results of hypothesis testing using the comparison of t count and t table, it was obtained that the value of t count (8.424) was greater than the value of t table (2.016), this shows that H0 was rejected and Ha was accepted. So the results of the hypothesis show that Leadership has an effect on the effectiveness of the work of the apparatus at the Oben Village Office, Nekamese District, Kupang Regency.

This study has several limitations that may affect its results. First, the sample size is relatively small, with only 45 respondents, which may limit the generalizability of the findings to other contexts or larger populations. Second, the data collection was cross-sectional, meaning that it only captured a snapshot of the relationship between leadership and work effectiveness at one point in time, making it difficult to assess long-term effects. Additionally, the study only focused on leadership as the primary variable influencing work effectiveness, potentially overlooking other important factors such as organizational culture, resources, or employee motivation, which could also have a significant impact. Lastly, the use of self-reported data may introduce bias, as respondents may have provided socially desirable answers rather than fully accurate reflections of their work effectiveness or leadership perceptions. Third, while the regression analysis shows that leadership accounts for 61.6% of the variance in work effectiveness, it lacks specificity regarding which leadership indicators—such as motivation, communication, or decision-making—have the most significant influence. Future research should focus on identifying and measuring these individual components to determine their specific impact on the work effectiveness of village officials in Oben.

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