

The Influence of Leadership Style, Individual Characteristics and Work Environment on Member Performance at Kesdam XII/Tanjungpura Pontianak



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ABSTRACT: The purpose of this study was to analyze the influence of leadership style, individual characteristics and work environment on the performance of members in Kesdam XII / Tanjungpura Pontianak, either simultaneously or partially. This study also wanted to analyze which variables of leadership style, individual characteristics and work environment had dominant influence on the performance of members in Kesdam XII / Tanjungpura Pontianak. This type of research is an explanatory research type. The study population was all members of Kesdam XII / Tanjungpura Pontianak, as many as 50 members. Considering that the population is not too large, a census research is used, namely all members of the Kesdam XII / Tanjungpura Pontianak will be research respondents. The analysis method uses multiple linear regression and hypothesis testing. The results showed that the leadership style, individual characteristics and work environment on the performance of members in Kesdam XII / Tanjungpura Pontianak, either simultaneously or partially. Furthermore, this study identifies that leadership style has a dominant effect on the performance of members in Kesdam XII / Tanjungpura Pontianak.

KEYWORDS: Leadership Style, Individual Characteristics and Environment and Performance Organization

I. INTRODUCTION

Human Resources Management has recently been hotly discussed and its position has become very important in relation to the performance of Kesdam XII members in Tanjungpura Pontianak. In essence, human resource management is an effort to integrate personnel needs with organizational goals (Adejumo, 2020; Munoz-Chereau et al., 2021; Obasuyi et al., 2020). Humans as individual and social creatures naturally have various shortcomings and limitations, both in terms of physical abilities, thinking power and limited time. Meanwhile, the activities carried out are increasing, thus encouraging people to collaborate with other people and to fulfill the demands of hopes and expectations, one of which is by entering organizations. (Dupeyron, 2021).

Human resources play a very important role in an organization because it is the human element that determines and predicts the success or failure of a policy, strategy or operational steps of an activity. Apart from that, humans are also creatures who have certain thoughts, feelings, needs and hopes. The effectiveness of an organization in achieving its goals is greatly influenced by the quality of its members. This thinking is based on the assumption that humans are one of the main dimensions in organizations and play a central role in utilizing other resources. Even according to (Iqbal et al., 2020), Performance is measured based on quality, quantity, timeliness, effectiveness, independence and commitment. The behavior of organizational members, both individually and in groups, provides power over organizational performance because motivation will influence organizational performance.

Under these conditions, understanding the relationship between organizational action and performance, both theoretically and practically, is very interesting. However, action and performance are considered to have a reciprocal relationship, as is the result of studies that focus on the influence of action on performance. Understanding the influence of performance on action is equally important, because the quality of performance is seen to provide a basis for adjusting management strategy (Ali & Yusuf, 2019; Jain et al., 2016). The growth and development of an organization depends on the human resources it has. Therefore, human resources are assets whose efficiency and productivity must be increased. To harmonize individual values and organizational values requires a process called socialization. The socialization process will be perfect if the new Kesdam XIII members in Tanjungpura Pontianak feel happy. Members of Kesdam with existing regulations.

In order to realize its objectives, it is the obligation of the Commander of Kesdam XII/Tanjungpura to understand the components of its members in an integrated and sustainable manner. Kesdam XII Tanjungpura Pontianak is faced with human

The Influence of Leadership Style, Individual Characteristics and Work Environment on Member Performance at Kesdam XII/Tanjungpura Pontianak

resources as the main driving element in realizing its goals. If leadership style describes a consistent combination of skills, traits and attitudes that underlie a person's behavior (Seshadri & Tripathy, 2006). The right leadership style will stimulate employee enthusiasm and enthusiasm at work so that they can improve their performance. (Arthur et al., 2018; Burchell & Coutts, 2018; Vaillant et al., 2018) have researched the influence of leadership style on employee performance which states that leadership style has a significant influence on employee performance, apart from leadership style there are other variables, namely characteristics and work environment. Members of an organization which in fact is the main pillar for achieving unprofessional and irresponsible goals can be sure that their survival will be disrupted. In the environment, it cannot be denied that each individual has different characteristics. Individual characteristics that differentiate one person from another are because each individual has different potential and needs. Therefore, management is required to understand individual behavior. The differences reflected in individual goals must be considered by the organization to be fulfilled in line with organizational goals. By realizing the heterogeneity of each individual in the organization, as well as the large contribution of the work environment in supporting the smooth activities of Kesdam XII members in Tanjungpura Pontianak in carrying out their work, the researcher considers it necessary to conduct research on the influence of leadership style, individual characteristics and work environment of Kesdam XII members in Tanjungpura Pontianak to improve performance.

II. METHOD

The research design is quantitative research, namely research that has a hypothesis where statistical tools are needed to prove the hypothesis. This type of research is causal comparative using three independent variables and one dependent variable. The results of the influence between the variables studied will be explained in more depth so that this type of research is explanatory.

The location of this research was carried out at Kesdam XII/Tanjungsari Pontianak. The choice of location for this research is based on the researcher's field of knowledge, namely Human Resources, where members of Kesdam

The data source used in this research is primary data. Primary data is data collected by the researcher himself by obtaining it directly through a questionnaire distributed to members of Kesdam XII/Tanjungpura Pontianak. The questionnaire contains a list of statements that measure the perceptions of Kesdam XII/Tanjungpura members regarding their performance, leadership style, individual characteristics and work environment. In this research there are independent variables (X) and dependent variables (Y). Dependent variable Member performance (Y), independent variables namely Leadership Style (X1), Individual Characteristics (X2), Work Environment (X3).

Descriptive analysis in this research will be used to determine the frequency distribution of respondents' answers to the results of the questionnaire collection carried out. This analysis is needed to describe or describe field data descriptively by interpreting the results of data processing through tabulation. The mean and mode values are used as statistical tools to assist research in explaining the symptoms being measured.

III. RESULT AND DISCUSSION

A. Overview of research variables

The leadership style of Kesdam XII members in Tanjungpura Pontianak was measured by 4 indicators, namely charismatic leadership style, transactional leadership style, transformational leadership style and visionary leadership style. For the charismatic leadership style indicator, most respondents tended to strongly agree with the choice of feeling confident and able to convince members. This shows that the members of Kesdam XII in Tanjungpura Pontianak feel a good charismatic leadership style.

For the transactional leadership style indicator, namely the Kesdam Commander who provides rewards if members are capable, it is shown that most respondents tend to agree with the statement that members of Kesdam For the transformational leadership style indicator, namely the Kesdam commander providing motivation to his members to work better. It was shown that most respondents tended to agree with the statement that the members of Kesdam XII in Tanjungpura Pontianak felt that there was an unclear division of tasks. For the indicator of a visionary leadership style, namely the Kesdam commander creates a vision, mission and goals in accordance with the history, culture and values of the organization... it was shown that most respondents tended to agree with the statement that members of Kesdam XII in Tanjungpura Pontianak felt that there was an unclear division of tasks. The results of the analysis of the description of leadership style found that the leadership style of members of Kesdam

The individual characteristics of Kesdam XII members in Tanjungpura Pontianak are measured by 4 indicators, namely abilities, values, attitudes and interests. For the capability indicator, namely that Kesdam members have abilities that match

The Influence of Leadership Style, Individual Characteristics and Work Environment on Member Performance at Kesdam XII/Tanjungpura Pontianak

individual characteristics, it is shown that most respondents tend to strongly agree with the statement that Kesdam members have abilities that match individual characteristics. For the value indicator, namely members agree that every task carried out has values that are in accordance with individual characteristics, it shows that most respondents tend to strongly agree and agree to choose the statement that members agree that every task carried out has values that are in accordance with individual characteristics. For the attitude indicator, namely members have attitudes that reflect the level of individual characteristics, it is shown that most respondents tend to strongly agree with choosing the statement that members have attitudes that reflect the level of individual characteristics. For the interest indicator, namely that members of the Kesdam have a high interest in work, it is shown that most respondents tend to agree with the statement that members of the Kesdam have a high interest in work.

The results of the analysis of descriptions of individual characteristics found that the individual characteristics of Kesdam XII members in Tanjungpura Pontianak influenced the members' performance so that they had a good attitude. The work environment of Kesdam XII members in Tanjungpura Pontianak is measured by 2 indicators, namely physical environmental factors and physical environmental factors. For indicators of physical environmental factors, namely the neatness of the arrangement of office equipment and supplies, it was shown that most respondents tended to agree with choosing the statement on the neatness of the arrangement of office equipment and supplies. For the physical environmental factor indicator, namely the atmosphere is not stressed at work, it is shown that most respondents tend to agree with choosing the statement The atmosphere is not stressed at work.

The results of the analysis of the description of the work environment found that the work environment of Kesdam XII members in Tanjungpura Pontianak influenced the members' performance in the work environment at work. The performance of Kesdam XII members in Tanjungpura Pontianak is measured by 5 indicators, namely work quality, work quantity, responsibility, cooperation and initiative. For the work quality indicator, namely that activity reporting can be presented well and cleanly, it is shown that most respondents tend to agree with choosing the statement that activity reporting can be presented well and cleanly. For the work quantity indicator, namely the amount of work completed, it is shown that most respondents tend to agree with choosing the statement on the amount of work completed. . For the responsibility indicator, namely work results according to targets, it is shown that most respondents tend to agree in choosing a statement of work results according to targets. For indicators of cooperation, namely cohesiveness and good relations with co-workers and superiors, it was shown that most respondents tended to agree with choosing the statement of cohesion and good relations with co-workers and superiors. For the initiative indicator, namely work without waiting for orders from superiors, it is shown that most respondents tend to agree to choose job statements without waiting for orders from superiors. The results of the analysis of descriptions of performance found that the performance of Kesdam XII members in Tanjungpura Pontianak was able to complete work on time in accordance with the targets and provisions in force.

B. Relationship between research variables

The performance of members at Kesdam XII in Tanjungpura Pontianak is measured by quality of work, quantity of work, responsibility, cooperation and initiative. The results of the analysis of descriptions of performance found that the performance of Kesdam XII members in Tanjungpura Pontianak was able to complete work on time in accordance with the targets and provisions in force. (Gill & Negrov, 2021) states that: "Leadership style is the way a leader influences the behavior of subordinates which aims to encourage work passion, job satisfaction and high employee productivity, in order to achieve maximum organizational goals." According to respondents' perceptions, it was found that members' leadership styles can influence performance. The results of the analysis of the description of leadership style found that the leadership style of members of Kesdam

According to (Bayar et al., 2020; Vázquez et al., 2019) related to individual characteristics, that individuals bring to the organizational structure, abilities, personal beliefs, expectations, needs and past experiences. These are all characteristics possessed by individuals and these characteristics will enter a new environment, namely the organization. This research is measured by abilities, values, attitudes and interests. Muhammad Ilham Sukma, (2018). The Influence of Individual Characteristics, Work Motivation and Organizational Support on the Performance of Members (PNS Staff) at the Gresik Regency Population and Civil Registration Service Office. Independent variables are Individual Characteristics, Work Motivation and Organizational Support, Dependent Variable Performance, multiple linear regression analysis techniques and research results state that the variables Individual Characteristics, Work Motivation and Organizational Support both simultaneously and partially have a significant effect on performance. The results of the analysis of descriptions of individual characteristics found that the individual characteristics of Kesdam XII members in Tanjungpura Pontianak influenced the members' performance so that they were not disturbed in their duties.

The Influence of Leadership Style, Individual Characteristics and Work Environment on Member Performance at Kesdam XII/Tanjungpura Pontianak

(Ojo & Amassoma, 2021; Wright et al., 2021) The work environment is something that exists in the workers' environment which can influence them in carrying out their duties, such as temperature, humidity, ventilation, lighting, noise, cleanliness of the workplace and adequate work equipment, at least as measured by physical environmental factors and physical environmental factors. The results of the analysis of descriptions of the work environment found that the work environment of Kesdam XII members in Tanjungpura Pontianak influenced the members' performance in the work environment at work.

(Li et al., 2019), Physical work environment, non-physical work environment and performance of employees of the regional drinking water company (PDAM) Lumajang Regency, independent variables physical work environment, non-physical work environment, performance dependent variable, multiple linear regression analysis technique and the results of the study state that the physical work environment variable and the non-physical work environment has a significant effect on employee performance.

Some explanations regarding the results of this research compared with the results of previous research can be concluded that members who have the role and function of carrying out service work, especially service to the community, require quality, quantity, responsibility and member initiative in their duties. If everything is fulfilled then the opportunity to achieve good performance is realized.

V. CONCLUSIONS

Based on the objectives of the problem, the conclusion of the research is that the work leadership style received a good perception from members of Kesdam XII Tanjungpura Pontianak and responded positively by respondents. Individual work characteristics of hospital members found that good attitudes and interests can give rise to individual work characteristics. Members' work environment can be found that a good work environment can improve members' performance at work. The performance of hospital members found that the quality of work and quantity of work were able to complete work on time in accordance with the targets and provisions in force.

The results of the research show that leadership style, individual characteristics and work environment influence the performance of members of Kesdam XII Tanjungpura Pontianak. Leadership style, individual characteristics to serve and work environment in responding quickly to instructions have a positive impact on member performance to complete work on time. The work leadership style of members is the most dominant symptom measured and has the most influence on member performance. Thus, improving the performance of members in the Kesdam XII Tanjungpura Pontianak members is greatly influenced by the quality of work, quantity of work and work environment.

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The Influence of Leadership Style, Individual Characteristics and Work Environment on Member Performance at Kesdam XII/Tanjungpura Pontianak

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