

The Influence of Leadership and Work Environment on the Performance of Bawaslu Employees in South Sumatra Province

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Abstract: An institution's human resources are one of its most valuable resources. since it is a component of an establishment. The institution must possess excellent human resources and be able to effectively and responsibly manage employee performance to ensure that it aligns with the institution's goals for its objectives to be met. The longevity of an institution is entirely the responsibility of its leader and plays a critical part in it. Every leader needs to be able to adjust his style of leadership to fit the circumstances of the moment. The province of South Sumatra's Bawaslu (election supervisory body) is now evaluating its leadership. Owing to the growing frequency of general elections, which calls for leaders who can build strong bonds with their staff, the Provincial Bawaslu leadership style has adopted an authoritarian approach in which the leadership style consistently dominates the organization. Achieving the outcomes of a person's or employee's labor in accomplishing organizational goals is known as increasing employee performance. A lack of time discipline at work, such as workers who arrive late or leave early, indicates that the level of employee attendance at work is still below ideal, according to the pre-survey data. This study employs a non-probability sampling technique combined with a quantitative approach. The 283 workers at the Bawaslu Offices spread over South Sumatra made up the study's population. One hundred persons made up the study's sample. The findings of this study suggest that: (1) Work Environment has a substantial impact on performance; (2) Leadership has a big impact on performance; and (3) Leadership and Work Environment both have a considerable impact on employee performance.

Keywords: Bawaslu, Leadership, Work Environment

A. Introduction

When it comes to managing, controlling, and utilizing the current elements of an organization to accomplish a set goal, human resources are a critical component of any company, agency, or institution. This is because the quality of an organization's resources determines whether it will grow or shrink. Human resources (HR) with a

strong mindset and personality, as well as competitiveness based on their strengths in their respective sectors (Kasmir, 2019).

An institution's human resources are one of its most valuable resources. Since HR management is an integral part of an organization, it cannot be achieved independently of other management disciplines. HR is the most strategically important component of an organization, and management needs to acknowledge and embrace this. The organization needs competent human resources and the capacity to correctly and appropriately manage employee performance to meet the goals the organization has outlined to achieve its goals. According to Afandi (2021), performance is the outcome of work that an individual or group of individuals within an organization can achieve by their respective authority and responsibilities to achieve organizational goals illegally, without breaking the law or going against morality or ethics.

One of the efforts taken to ensure that management operates in line with organizational objectives is to have capable leaders who can implement a leadership system that can contribute to enhancing the caliber of human resources, particularly how they perform as employees. Right now, the biggest issue that prevents an institution from moving forward is the challenge of developing excellent human resources, which can serve as a solid base for the business. Due to a circular letter from the Secretary General of the Republic of Indonesia Bawaslu (election supervisory body) in 2020 prohibiting the provincial Bawaslu and all district or city Bawaslu from terminating and replacing staff registered with Bawaslu, the South Sumatra provincial Bawaslu, particularly the district or city Bawaslu in South Sumatra, lacks human resources at the moment.

For instance, there are currently just 6 employees working in Palembang City Bawaslu when there should be 12, due to the resignation of several technical staff members. As a result, the city is severely short on human resources. It is impossible to divorce the challenge of having excellent human resources from the absence of a leadership mindset among the executives in each relevant department inside an organization. As a result, a leader plays a crucial role in an organization and bears complete accountability for whether the organization is sustainable and whether its objectives were met.

Every leader needs to be able to adjust his style of leadership to fit the circumstances of the moment. Every leader has a tendency to lead their organization in a particular way based on their temperament. An organization needs a strong leader who can shape the attitudes and actions of its staff to ensure that they comply with all instructions. Bawaslu is currently a permanent body, and every five years there is a selection procedure for commissioners or agency leaders. As a result, every five years, the qualities of leadership will undoubtedly change, as will the style of

leadership. For there to be a sense of mutual respect, mutual trust, mutual assistance, and unity. Muafi (2019) contends that a leader's leadership must be able to foster positive interpersonal interactions between those being led and those in leadership positions. A leader needs to be able to plan what will be done, think in an organized and methodical manner, and possess experience and knowledge. As per Purwoharsojo et al. (2020), a leader is somebody who possesses the ability to devise strategies, formulate plans, and inspire subordinates to execute effectively and efficiently. Widodo et al. (2020) define leadership as the capacity to persuade members of a group to accomplish particular objectives.

Leaders are required to keep the institution running smoothly in line with its vision and goal because this is also connected to the currently emerging South Jakarta Administrative City, Bawaslu. The province of South Sumatra's Bawaslu is now evaluating its leadership. The Provincial Bawaslu leadership style follows an authoritarian one, which views the organization as personal property, is haughty, always depends on formal authority, and also follows a free or freestyle. This is due to the impending general election period, which calls for leaders who can build strong relationships with their employees. Ignorant, people of this type tend to be passive, avoid taking on responsibilities, play a passive role, and allow the organization to function at its speed.

Achieving the outcomes of a person's or employee's labor in accomplishing organizational goals is known as increasing employee performance. Every organization needs a leader, and that person is led. Good relationships are essential for leaders with everyone they oversee. Leaders must know and recognize the people they lead in an organization. Leaders are also responsible for all matters relating to the organization they run. Organizations will run well when the leadership role in an organization is carried out as well as possible and full of responsibility, but on the contrary, if the leadership role is not carried out by the existing rules of the game, then various problems will arise that can hinder or affect people's performance the people he leads.

In the end, human resources are crucial to the accomplishment of organizational objectives; therefore, effective management and administration of these resources is critical. A person's performance is influenced by a variety of factors, including their job. Success in work greatly depends on having a positive work environment. To have a positive influence on a person's performance, the workplace environment must be taken into consideration. A work location that provides more comfort will create a sense of well-being in employees.

Within the workplace, there are two types of work environments: physical and non-physical. If people work in a safe and healthy environment, they will feel better about their jobs and themselves. Due to fewer holidays, there will be fewer workers'

compensation and direct payments, higher productivity, better quality, and lower medical and insurance costs, more flexibility and adaptability, safety and benefits for a healthy work environment, and a higher labor selection ratio as a result of improved company image. Making the workplace welcoming, cozy, safe, and pleasurable is one method to boost worker productivity. Because they will feel comfortable at work, employees will be more productive. The physical work environment at the South Sumatra Province Bawaslu office currently includes several tables that are no longer appropriate and chairs that are less comfortable. In addition, there are multiple rooms with uncomfortable air temperatures, inadequate lighting, damp conditions, and unpleasant odors. Non-physically, it is also a factor in the work environment. Currently, in Bawaslu, South Sumatra Province, poor co-worker relationships often occur, there are differences of opinion and mutual envy, so this condition will affect performance productivity.

In Indonesia, general elections are organized by the General Election Commissions, a state institution. These elections comprise the General Election of President and Vice President, the General Election of Members of the House of Representatives, Regional Representative Council, and Regional People's Representative Assembly, and the Election of Regional Heads and Deputy Regional Heads in Provinces/Regencies/Cities. At this time, the election stage has entered, election supervisory body is the election organizing institution tasked with supervising the implementation of elections throughout the territory of the Unitary State of the Republic of Indonesia.

Chapter IV of Law Number 15 of 2011 respecting General Election Organizers contains regulations about Bawaslu. Additionally, Law Number 22 of 2007 respecting Election Organizers enhanced the election supervising institution by creating the Election supervising Body Bawaslu, a permanent entity. Bawaslu has an important role in acting as an election supervisor by what is mandated in the Law on Election Implementation, it is stated that the function of Election Supervisors is described in the duties, authority, and obligations of Election Supervisors.

There will be timely completion of tasks, accuracy, and worker satisfaction. The fact that there are many different kinds of work environments, both physical and non-physical, supports and enhances the various theories that have been established to describe how a positive work environment influences employee performance. Both internal and external factors are considered performance elements, according to Timple as cited by (Mangkunegara, 2019). External factors are things that affect a person's performance at work. Employee performance is directly impacted by work environment features, and employee performance is directly tied to the process of accomplishing corporate objectives. Stress levels, work satisfaction, and motivation are all determinants of an individual's capacity for high-level performance.

It can be concluded that there are still issues with employee performance based on surveys and interviews the author conducted with several employees at the South Sumatra Province Bawaslu Office. Several things that are currently subpar, like the volume of work produced and employee discipline, demonstrate this. It is said that because the tasks performed by Bawaslu employees in South Sumatra Province are still not distributed evenly, the amount of work they produce does not meet requirements. This occurs as a result of subpar leadership. Employee performance is impacted, leading to the conclusion that there is a decline in quantity and a problem with the quality of employee performance, as evidenced by the existence of workers who consistently put off work.

According to Rivaldo & Ratnasari (2020), tardiness in finishing the task at hand at the PT. Bank Rakyat Indonesia (Persero) Tbk Nagoya Batam Branch, employee performance is directly impacted by leadership. Aside from that, Rivaldo & Ratnasari (2020) research indicates that the Bondowoso Regency Government performs better than average when it comes to the work environment. Based on the results of the pre-survey, the level of employee attendance at work is still less than optimal, as indicated by a lack of time discipline at work, such as employees still coming to work late and leaving work earlier than working hours. The study concluded that Bawaslu of South Sumatra Province's leadership significantly affects employee performance, leading to subpar employee performance, based on the description provided above. In light of this, the author is keen to carry out additional research on the relationship between Bawaslu employees' performance in South Sumatra Province and leadership and work environment. under the heading of *The Influence of Leadership and Work Environment on the Performance of Bawaslu Employees in South Sumatra Province*.

B. Methods

Purposive sampling, which involves selecting participants based on predetermined criteria, is a non-probability sample technique used in this study's quantitative methodology (Helmi et al., 2022). Purposive sampling, which involves selecting participants based on predetermined criteria, is a non-probability sample technique used in this study's quantitative methodology (Helmi et al., 2022).

Data analysis techniques include The data collection techniques used in this research 1) closed questionnaire using Google Forms as a data collection technique. Questionnaires were sent to respondents via FB, Instagram, and WhatsApp; and 2) observation is a data collection technique that requires the researcher to observe, either directly or indirectly, the research object to find out the real problem.

C. Results and Discussion

Table 1. Multicollinearity Coefficients

Model	Unstandardized Coefficients		Standardized Coefficients	T	Sig.	Collinearity Statistics	
	B	Std. Error	Beta			Tolerance	VIF
1 (Constant)	10.559	4.310		2.450	.016		
TOTAL_K	.512	.114	.419	4.468	.000	.691	1.448
TOTAL_LK	.267	.082	.307	3.276	.001	.691	1.448

a. Dependent Variable: TOTAL_KP

Source: Research Results (2023)

If the tolerance value is below 0.10 or the VIF is above 10, multicollinearity occurs. Based on the table above it is known that:

Table 2. Tolerance Value

Variable	Tolerance	VIF	Criteria
K	0.691	1.448	There is no multicollinearity
LK	0.691	1.448	There is no multicollinearity

Source: Research Results (2023)

1. F Test

F statistical testing is carried out to test whether the independent variables (X_1) and (X_2) simultaneously have a significant relationship or not with the dependent variable (Y).

Table 3. F test

ANOVA ^a						
Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	326.614	2	163.307	34.001	.000 ^b
	Residual	465.896	97	4.803		
	Total	792.510	99			

a. Dependent Variable: TOTAL_KP

a. Predictors: (Constant), TOTAL_LK, TOTAL_K

Source: Research Results (2023)

Based on the statistical test results shown in the table above, an F value of 34.001 was obtained with a significance value of 0.000, which is smaller than 0.05, and F-count $34.001 > F\text{-table } 3.09$. This shows that the Leadership and Work Environment model in this research is suitable for predicting employee performance. So, it can be

concluded that employee performance is simultaneously (together) influenced by leadership and the work environment.

2. T-test

The T-test was carried out to determine the effect of the independent variable on the dependent variable in the partial multiple regression equation. The t-test was also carried out to test the correctness of the regression coefficient and see whether the regression coefficient obtained was significant or not. Whether the influence of the independent variable on the dependent variable is significant is done by looking at the probability (sig value). The probability or significance in this research is 5%.

**Table 4. T-test
Coefficients**

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
	B	Std. Error	Beta			Tolerance	VIF
1 (Constant)	10.559	4.310		2.450	.016		
TOTAL_K	.512	.114	.419	4.468	.000	.691	1.448
TOTAL_LK	.267	.082	.307	3.276	.001	.691	1.448

a. Dependent Variable: TOTAL_KP

Source: *Research Results* (2023)

From the table above we will compare the values of t-count and t-table, where if t-count > t-table the variable has an influence. So, we look for the t-table value first:

Table 5. Hypothesis Testing

Variable	T-count	T- Table	Criteria
K	4,468	1,98	Influential
LK	3,276	1,98	Influential

Source: *Research Results* (2023)

The Influence of Leadership on Employee Performance Productivity

The significance value of Work Discipline (X_1) is $0.00 < 0.05$ and the t-count is $0.4.468 > t$ -table 1.98, indicating that Leadership (X_1) has a significant effect on Employee Performance. So, leadership influences employee performance.

The Influence of the Work Environment on Employee Performance Productivity

The significance value of Leadership (X_2) is $0.001 < 0.05$ and the t-count is $3.276 > t$ -table 1.98, indicating that the Work Environment (X_2) has a significant effect on Employee Performance. So, the work environment influences employee performance.

3. Coefficient of Determination

This determination test is to see how much leadership and work environment explain variations in employee performance variables. To find out the magnitude of leadership determination and the work environment, in explaining employee performance variables can be seen in the following table:

Table 6. Coefficient of Determination

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.642 ^a	.412	.400	2.192

a. Predictors: (Constant), TOTAL_LK, TOTAL_K
 b. Dependent Variable: TOTAL_KP
 Source: Research Results (2023)

According to the table above, the R-square value is 0.4, or equal to 40%, which indicates that the work environment and leadership at the South Sumatra Province General Election Supervisory Agency can explain employee performance to the extent that they can account for 40% of the variance, with the remaining 60% being explained by independent variables. Others were excluded from the research model.

4. Multiple Linear Regression

The purpose of regression analysis is to determine if a positive or negative relationship has been found between the research variables. The relationship model from multiple linear regression analysis can be seen in the following table based on the data processing that has been done:

Table 7. Regression Equations

Coefficients ^a								
Model		Unstandardized Coefficients		Standardized Coefficients	T	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	10.559	4.310		2.450	.016		
	TOTAL_K	.512	.114	.419	4.468	.000	.691	1.448
	TOTAL_LK	.267	.082	.307	3.276	.001	.691	1.448

a. Dependent Variable: TOTAL_KP

Source: Research Results (2023)

Based on table above, the regression equation research model can be prepared as follows:

$$KP = 10,559 + 0,512K + 0,267LK$$

The model with numerous regression equations indicates:

- a. The constant value is 10.559, meaning that performance (Y) equals 10.559 if the variables work environment (X2) and leadership (X1) are both equal to zero.
- b. The regression coefficient value $K = 0.512$ indicates that staff members of the South Sumatra Province General Election Supervisory Agency will perform better if leadership suffers a 100% rise. Table 5 displays the Unstandardized Coefficients, which indicate that 51.2% of the contribution made by competence to employee performance is visible.
- c. The regression coefficient value

The test results demonstrate that leadership and work environment, as well as all other independent variables, have an impact on employee performance variables. The specifics of the analysis and testing results can be further elucidated by providing the following explanation.

The Influence of Leadership on Employee Performance

Syaleh (2019) posits that leadership consists of aspirational, enthusiastic, and creative moral power that can persuade followership members to adopt the leader's viewpoints. It is evident from the table above that variable Table 1 shows that the value of t-count, which measures how much leadership affects employee performance, is $4.468 > t\text{-table } 1.98$, with a Sig probability of 0.006, which is less than $\alpha = 0.05$. We can conclude that staff performance at the South Sumatra Province General Election Supervisory Agency is significantly impacted by partial leadership. This is to research by (Khoiri & Oktavia, 2019), the results of hypothesis testing obtained t-count ($4.934 > t\text{-table } (1.990)$), with a level of 5%, this shows that there is a positive and significant influence between leadership variables on the performance of City Bawaslu employees South Jakarta Administration.

The Influence of the Work Environment on Employee Performance

Table 1 above illustrates this variable. Regarding how the work environment affects employee performance, Table 4.4 shows that the value of t-count is $3.276 < t\text{-table } 1.98$, with a Sig probability of 0.001, which is less than $\alpha = 0.05$. The South Sumatra Province General Election Supervisory Agency's employee performance (KP) is shown to be significantly impacted by the work environment to a somewhat significant extent. Research by Yantika et al., (2018) supports this, stating that variables related to the work environment, work ethic, and discipline have a favorable impact on employee performance based on statistical test results.

The Influence of Leadership and Work Environment on Employee Performance

Hasibuan & Bahri (2018) define the work environment as all of the tools and materials that are used, the surroundings in which an employee is working, his work methods, and the arrangements that he makes for working both individually and in a group. There are various indicators of the work environment, such as the workspace, amenities, and tools a tool that supports interpersonal relationships, lighting, peace, and cleanliness. (Siagian & Khair, 2018) define the work environment as everything that surrounds employees and has the potential to affect how well they complete tasks, such as music and cleanliness. As a result, a person's performance is greatly influenced by their work environment. According to Bismala, (Bismala et al., 2016) the work environment can be divided into two, physical and non-physical work environments.

The F test table indicates that a significant value of 0.000 exists. The fact that the significant value is less than 0.05 indicates that employee performance at the South Sumatra Province General Election Supervisory Agency is significantly impacted by leadership and the workplace. The result of comparing the computed F value with the F table is $34.001 > 3.09$, indicating that work environment and leadership have a substantial impact on employees' performance at the South Sumatra Province General Election Supervisory Agency. Research Gultom et al., (2021) shows that employee performance at PT. Bank Syariah Mandiri Tax Village Sub-Branch Office, North Labuhanbatu Regency, is significantly impacted by the work environment. Therefore, businesses must manage the workplace to ensure that employee performance is in line with established goals.

D. Conclusion

Based on the results of research and discussions conducted by researchers regarding the influence of leadership and work environment on the performance of employees of the South Sumatra Province General Election Supervisory Agency, the following conclusions can be drawn:

1. Leadership partially has a significant effect on performance.
2. The work environment partially has a significant effect on performance.
3. Leadership and work environment simultaneously have a significant effect on employee performance.

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