
The Influence Of Leadership And Supervision On Employee Performance In Genteng Village, South Bogor

Siti Zahra Nurmeina¹, Azis Firdaus², Anuraga Kusumah³

Ibn Khaldun University, Indonesian

Email: nurmeinazahra@gmail.com¹

Abstract

The purpose of this study was to ascertain and analyze the influence of leadership and supervisory variables on employee performance in Genteng Village, South Bogor. This type of research is a quantitative research using questionnaire primary data and observation. This study used the same population and sample of employees in Genteng Village, South Bogor, totaling 38 people who would be used as a saturated sample. The analysis test used was SPSS version 26 with the data analysis method used in this study was multiple linear regression analysis with the regression results $Y = 16.857 + 0.103 X_1 + 0.464 X_2$ indicating that the results of the regression coefficient of leadership (X1) were 0.103 and supervision (X2) of 0.464 and a constant of 16.857. The results of this study indicate that leadership ability (X1) influences employee performance (Y) which is stated at t count $4.112 > t$ table 2.03 (0.05). Supervision (X2) has an effect on employee performance results as indicated by tcount of $4.940 > t$ table of 2.03 (0.05). Leadership and supervision have a joint effect on employee performance as indicated by the Fcount value of $12.084 > 2.47$. It is said to have an effect if tcount $> t$ table or with a significance level of $0.000 < 0.05$.

Keywords: Leadership, Supervision, Employee Performance.

Introduction

Human resources are the most important thing that must exist in an organization. The role of human resources for the organization is not only seen from the results of labor productivity, but also the impact of the leadership carried out, besides that the interests of the organization are also determined based on the competitive advantage of its people, no longer determined by its natural resources. The stronger the understanding of human resources in an organization, the stronger the competitiveness between organizations.

According to Saputri YW et al., (2020) the performance of an employee is very influential, especially in the style of leadership in an organization, employee work experience and compensation given to employees. In an organization, a leader must have a leadership style that can instruct and direct his employees to do their job well. Leadership style is also a leader's solution to solving problems that arise in the organization so that employees can work well and increase productivity.

According to Nugroho TWJ et al., (2022) in addition to leadership, efforts are being made to improve employee performance by paying attention to leadership style and monitoring of performance. In its implementation, supervision of a work or activity requires efficient and effective control procedures, methods and techniques. According to Fajri (2017) employees play an important role in the relationship between the organization and the community. Human resources are the key to success in all areas of regional development. Therefore, in managing all resources related to operational personnel in improving the quality of public services, sub-districts must also pay attention to factors that lead to increased performance, such as service and supervision (Batinggi A, Ahmad B, 2014).

According to Syuaib N et al., (2022) the existence of an element of leadership style that needs to be adjusted allows problems to arise in the Kelurahan organizational environment, where it can occur due to a lack of cooperation between leaders and employees, a lack of familiarity with employees, a decrease in the performance of leaders who are less than optimal indicated by a lack of work discipline which will certainly affect performance. employees, as well as the lack of supervision carried out in the South Bogor

Sub-District must be considered so that it has a positive impact on the performance of its employees. Therefore, leaders must know what needs to be considered, especially the relationship between leaders and employees to increase the efficiency of employee performance.

There is an initial phenomenon of leadership style and employee performance monitoring, the authors are encouraged to examine whether there is an influence of leadership and supervision on employee performance in the Genteng Village, South Bogor. Based on this description, the authors are motivated to conduct research with the title: **THE INFLUENCE OF LEADERSHIP AND SUPERVISION ON EMPLOYEE PERFORMANCE IN GENTENG VILLAGE, SOUTH BOGOR.**

Research Methods

The method used in this study is a quantitative research method because the data obtained is about the influence of leadership (X1) and supervision (X2) on employee performance (Y). According to Sugiyono (2019) “the quantitative research method is a research method based on the philosophy of positivism, which is used to study certain populations or samples to collect data through research tools”.

Research Data Sources

1. Primary data is data created by researchers with the specific purpose of solving problems. Researchers themselves collect data directly from the first source or from the place where the research object is carried out. And the data sources used by researchers are in the form of questionnaires and observations in Genteng, Kertamaya and Cipaku Villages.
2. Secondary data is data collected for purposes other than problem solving. This information can be found quickly. Secondary data sources in this study are literature, articles, journals and websites related to the research being conducted.

Data collection technique

1. Questionnaire

According to Sugiyono (2016: 142) “a questionnaire or questionnaire is a data collection technique that is carried out by providing a series of questions or written statements to respondents”. The questionnaire was handed over to employees who work in Genteng Village, South Bogor where as research material the influence between Leadership and Supervision on Employee Performance.

2. Observation

According to Sugiyono (2019: 229) “Observation is a data collection technique that is unique compared to other techniques”. In this study, the results were obtained through direct observation in the field to find out the actual conditions of the influence of leadership and supervision on the performance of employees in Genteng Village, South Bogor using the observation method.

Population

According to Nanang Martono (2015: 370) “The population is all objects or subjects in the area and meet certain requirements related to the research problem”⁸. The population as a whole or as individuals can be included in the scope to be studied. Therefore, the population of this study includes employees in Genteng Village, Kertamaya Village and Cipaku Village in South Bogor, namely 38 employees.

Sample

According to Sugiyono (2013: 91) “The sample is part of the size and characteristics of the population which determines the number of samples taken using saturated sampling where saturated sampling is a sampling technique with a relatively small population”. And the technique taken in this research sample is using a saturated sampling technique where the saturated sample technique is a technique where all members of the population are used as samples. Based on population size, this saturated sampling technique is used in the research sample because the sample for this study is 38 employees where all employee members are sampled in the study.

Data Analysis Method

Validity test

According to Ghozali (2016), “The validity test is a test that measures the validity or validity of a questionnaire”. A survey is said to be valid if the questions in the questionnaire can reveal something that is measured by the questionnaire. So, validity measures whether the questions in the questionnaire can actually measure what you want to measure. Validity test is calculated by comparing the r-count value with r-table for degree of freedom (df) = n-2 (n is the number of samples). This validity test method uses SPSS because the indicator test criteria are as follows:

- a. **If r count > from table (with a significance of 0.05 or 5%), then the questionnaire is valid.**
- b. **If r count < from the table (with a significance of 0.05 or 5%), the questionnaire is invalid.**

The correlation value is determined as follows:

$$r = \frac{n\sum XY - (\sum X)(\sum Y)}{\sqrt{\{n\sum X^2 - (\sum X)^2\}\{n\sum Y^2 - (\sum Y)^2\}}}$$

Where :

r = correlation coefficient

n = number of samples

$\sum X$ = sum of item scores

$\sum Y$ = total score of answers

$\sum X^2$ = sum of the squares of the item scores

Reliability Test

Reliability is defined by the word reliability. Measurements with high reliability are measurements that provide reliable information. The purpose of this test is to ensure that the instrument used is reliable, consistent and stable so that the results are the same for several times the results will be the same. The reliability test is also a reliability test for each variable in all questionnaires. The survey criteria are reliable or not. If the Cronbach alpha value is greater than 0.6 then the instrument can be said to be reliable/reliable and can be used for further research stages.

Classic assumption test

1. Normality Test

According to Ghozali (2013: 160) “The normality test aims to test whether the confounding or residual variables in the regression model are normally distributed”. The normality test can be done using the Kolmogorov-Smirnov (K-S) statistical test, which is done by making a null hypothesis (H0) for normal data and an alternative hypothesis (HA) for abnormal data. The data is said to meet the assumption of normality or normally distributed if the significance value of the Kolmogorov-Smirnov test results is greater than 0.05.

2. Multicollinearity Test

According to Ghozali (2013: 105) “The multicollinearity test aims to test whether a regression model finds a correlation between independent (independent) variables”. A good regression model should not show a correlation between independent variables. Multicollinearity can be identified with opposite tolerance values and variance inflation factor (VIF). Tolerance measures the variation of the selected independent variables that are not explained by other independent variables, namely a low tolerance value corresponds to a high VIF value (because $VIF = 1/\text{tolerance}$). The cutoff value that is commonly used to indicate the presence of multicollinearity is a tolerance value ≤ 0.10 or a VIF value ≥ 10 .

3. Heteroscedasticity Test

According to Juliandi, et al (2015: 161), “Heteroscedasticity is used to test whether there is an unequal residual variance in the regression model compared to other observations”. If the residual variation remains from observation to observation, it is called homoscedasticity, if the variance is different, it is called heteroscedasticity. A good model is that there is no heteroscedasticity.

Multiple Regression Analysis

Multiple regression analysis is a statistical analysis that combines two or more independent or independent variables (X_1, X_2, \dots, X_n) with one dependent or dependent variable (Y). Multiple regression analysis is an analysis to determine the factors that influence leadership (X_1) and supervision (X_2) as well as employee performance (Y) in Genteng Village, South Bogor.

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

Where the information in the formula is as follows:

Y = Dependent Variable (employee performance)

a = Constant

b = Regression Coefficient

X_1 = Leadership

X_2 = Supervision

e = Std. Error

Hypothesis testing

According to Sugiyono (2014: 93) "That the hypothesis is a temporary answer to the formulation of a particular problem, namely the formulation of a research problem, usually arranged in the form of a question sentence".

1. T Test (Partial)

To prove the research hypothesis whether the independent variables affect the dependent variable is by using the t test. According to Juliandi, et al, (2015: 159) "The t test is carried out by comparing the Tcount value with the Ttable value". The value of Tcount can be seen from the results of processing the coefficient data. If t count is greater than t table or the significant value of t count $< \alpha$: 5% = 0.05. Then there is a significant influence between the independent variables on the dependent variable partially. In this study, the t test was used to partially test the effect of each independent variable (leadership, supervision) on the dependent variable (employee performance).

a) t count $>$ t table: H_0 is rejected H_1 is accepted

b) t count $<$ t table: H_0 accepted H_1 rejected

2. F Test (Simultaneous Test)

According to Apriani DR et al., (2016) the F test in this study means to determine simultaneously whether the variable coefficients of leadership and supervision have an influence on employee performance variables. According to Sugiyono (2014: 192) "Hypothesis testing can be used in the multiple correlation significant formula as follows" :

$$F = \frac{R^2/K}{(1 - R^2)/(n - 1 - K)}$$

R = Multiple correlation coefficient

k = number of independent variables

n = number of sample members

According to Juliandi (2015: 159) the criteria for accepting / rejecting the hypothesis are as follows:

- If the value of Fcount $>$ F table, then accept H_0 so that there is no significant effect between the independent variable d and the dependent.
- If the value of Fcount $<$ F table, then reject H_0 so that there is a significant influence between the independent and dependent variables.

3. Determination Coefficient Test

The coefficient of determination (R^2) basically measures the extent to which the adjusted R-squared must know the ability of the model to explain variations in the dependent variable. The coefficient of determination is between zero and one. Any increase in the independent variable R^2 will definitely increase, regardless of whether the variable has a significant effect on the dependent variable. Therefore, this study uses the appropriate R^2 value to estimate the best regression model as suggested by the researcher. The adjusted R^2 value can increase or decrease when the independent variables are added.

The determination test is used to determine the percentage of the relationship between the independent variable and the dependent variable, namely by the formula:

$$D = R^2 \times 100 \%$$

Information:

D = coefficient of determination

R² = multiple correlation squared result

Result

Validity test

In this measurement the validity test sample was taken as many as 38 respondents and processed with the following criteria:

Table 1 Validity Test Results for Leadership (X1)

Item-Total Statistics			
	r tabel	r hitung	Keterangan
X1.1	,329	,715	Valid
X1.2	,329	,797	Valid
X1.3	,329	,713	Valid
X1.4	,329	,836	Valid
X1.5	,329	,858	Valid
X1.6	,329	,766	Valid
X1.7	,329	,764	Valid
X1.8	,329	,760	Valid
X1.9	,329	,753	Valid
X1.10	,329	,721	Valid

Source : Spss Version 26

From table 1 above it can be concluded in the r-count column compared to R table in column 36 (38-2), namely at a significant level of 5% ($\alpha = 0.05$), there is a value of 0.329 where the results are valid because all the leadership validity tests above 0.329, it can be ascertained that the data is valid.

Table 2 Validity Test Results for Supervision (X2)

Item-Total Statistics			
	r tabel	r hitung	Keterangan
X2.11	,329	,720	Valid
X2.12	,329	,716	Valid
X2.13	,329	,795	Valid
X2.14	,329	,740	Valid
X2.15	,329	,699	Valid
X2.16	,329	,804	Valid
X2.17	,329	,779	Valid
X2.18	,329	,713	Valid

X2.19	,329	,725	Valid
X2.20	,329	,809	Valid

Source: Spss Version 26

From table 2 above it can be concluded in the r-count column compared to R table in column 36 (38-2), namely at a significant level of 5% ($\alpha = 0.05$), there is a value of 0.329 where the results are valid because all the validity tests of Supervision are above 0.329, it can be ascertained that the data is valid.

Table 3 Validity Test Results on Employee Performance (Y)

Item-Total Statistics			
	r tabel	r hitung	Keterangan
Y.1	,329	,729	Valid
Y.2	,329	,724	Valid
Y.3	,329	,749	Valid
Y.4	,329	,727	Valid
Y.5	,329	,411	Valid
Y.6	,329	,776	Valid
Y.7	,329	,827	Valid
Y.8	,329	,796	Valid
Y.9	,329	,790	Valid
Y.10	,329	,798	Valid

Source: Spss Version 26

From table 3 above it can be concluded in the r-count column compared to R table in column 36 (38-2), namely at a significant level of 5% ($\alpha = 0.05$), there is a value of 0.329 where the results are valid because all the validity tests of the Employee Performance above 0.329, it can be ascertained that the data is valid.

Reliability Test

Table 4 Reliability to Leadership (X1)

Reliability Statistics	
Cronbach's Alpha	N of Items
.921	10

Source: Spss Version 26

Based on table 4, the Cronbach's Alpha results for the Leadership variable are 0.921 and the Cronbach's Alpha value is greater than 0.6, so it is declared reliable.

Table 5 Reliability to Supervision (X2)

Reliability Statistics	
Cronbach's Alpha	N of Items
.913	10

Source: Spss Version 26

Based on table 5, the Cronbach's Alpha results for the Supervision variable are 0.913 and the Cronbach's Alpha value is greater than 0.6, so it is declared reliable.

Table 6 Reliability on Employee Performance (Y)

Reliability Statistics	
Cronbach's Alpha	N of Items
.904	10

Source: Spss Version 26

Based on table 6, the Cronbach's Alpha results for the Supervision variable are 0.904 and the Cronbach's Alpha value is greater than 0.6, so it is declared reliable.

Classic assumption test

Normality test

Table 7 Kolmogorov Smirnov Normality Test

One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		38
Normal Parameters ^{a,b}	Mean	.0000000
	Std. Deviation	3.14760930
Most Extreme Differences	Absolute	.112
	Positive	.085
	Negative	-.112
Test Statistic		.112
Asymp. Sig. (2-tailed)		.200 ^{c,d}

a. Test distribution is Normal.

b. Calculated from data.

c. Lilliefors Significance Correction.

d. This is a lower bound of the true significance.

Source : Spss Version 26

From table 7 of the Kolmogorov Smirnov normality test, it is known that the significant value is $0.200 > 0.05$, so it can be concluded that the residual values are normally distributed.

Multicollinearity Test

Table 8 Multicollinearity Test

Coefficients^a

Model		Collinearity Statistics	
		Tolerance	VIF
1	(Constant)		
	Kepemimpinan	.310	3.226
	Pengawasan	.310	3.226

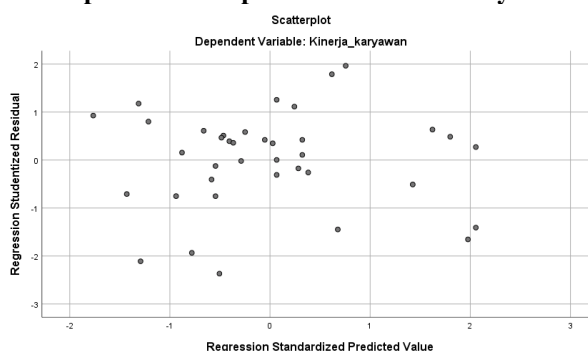
a. Dependent Variable: Kinerja Karyawan

Source: Spss version 26

Based on table 8 above, it shows that the Leadership and Supervision variable has a Tolerance value of 0.310 greater than 0.10, and a VIF value of 3.226 less than 10.00, so it can be concluded that the regression model used in this study does not occur multicollinearity.

Heteroscedasticity Test

Graphic 1 Scatterplots Heteroscedasticity Test



Source: Spss Version 26

Based on the graphic data 1 Scatterplots above, it shows that the graph can be seen that the dots spread randomly, without a clear shape (wavy, widening, narrowing) and spread evenly. In the scatterplot image, the points are distributed above and below zero on the Y axis.

Multiple Regression Analysis Test

Table 9 Results of Multiple Linear Regression Analysis Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	T	Sig.
		B	Std. Error	Beta		
1	(Constant)	16.857	4.738		3.558	.001
	Kepemimpinan	.103	.199	.121	.517	.609
	Pengawasan	.464	.202	.535	2.293	.028

a. Dependent Variable: Kinerja_karyawan

Source : Spss Version 26

$$Y = 16,857 + 0,103 X1 + 0,464 X2$$

Based on the above equation it can be shown that:

1. $X1=X2=0$, then Y will have a constant value of 16.857



2. If X1 (Leadership) increases by 1 (one) unit, Y (Employee Performance) will potentially increase by 0.103 if other variables are held constant.
3. If X2 (Supervision) increases by 1 (one) unit, Y (Employee Performance) will potentially increase by 0.464 if other variables are considered constant and from the description above it can be concluded that leadership and supervision affect employee performance.

Partial T test

The influence of leadership on employee performance Coefficients^a

Model		Unstandardized Coefficients		Standardized	T	Sig.
		B	Std. Error	Coefficients Beta		
1	(Constant)	20.627	4.699		4.389	.000
	Kepemimpinan	.483	.117	.565	4.112	.000

a. Dependent Variable: Kinerja Karyawan
Source: Spss Version 26

The influence of leadership (X1) partially on employee performance. Based on the results of the research above, it shows that leadership obtains a tcount of 4.112 > ttable of 2.03. So it can be concluded that leadership (X1) has a significant effect on employee performance (Y).

The influence of supervision on employee performance Coefficients^a

Model		Unstandardized Coefficients		Standardized	T	Sig.
		B	Std. Error	Coefficients Beta		
1	(Constant)	17.421	4.563		3.818	.001
	Pengawasan	.550	.111	.636	4.940	.000

a. Dependent Variable: Kinerja Karyawan
Source: Spss Version 26

The effect of supervision (X2) partially on employee performance. Based on the results of the research above, it shows that the control variable obtains a tcount of 4.940 > ttable of 2.03. So it can be concluded that supervision (X2) has a significant effect on employee performance (Y).

F Test (Simultaneous)

Model		ANOVA ^a				Sig.
		Sum of Squares	Df	Mean Square	F	
1	Regression	253.135	2	126.568	12.084	.000 ^b
	Residual	366.575	35	10.474		
	Total	619.711	37			

a. Dependent Variable: Kinerja_karyawan
b. Predictors: (Constant), Pengawasan, Kepemimpinan
Source:: Spss Version 26

It is known that the table in this study uses the formula $(k:n-k) = (2:38-2) = (2:36) = 2.47$. Based on the results of the research above, it shows that f count > f table, namely 12.084 > 2.47 with a significance value of 0.000 < 0.05. So it can be concluded that the independent variables, namely leadership and supervision simultaneously have a positive and significant effect on the dependent variable, namely employee performance.

Determination Coefficient Test

Model Summary ^b					
Model	R	R Square	Adjusted Square	R Std. Error of the Estimate	Durbin-Watson
1	.639 ^a	.408	.375	3.236	1.251

a. Predictors: (Constant), Pengawasan, Kepemimpinan

b. Dependent Variable: Kinerja_karyawan

Source: Spss Version 26

It is known that the coefficient of determination (adjusted R square) is 0.375, which means that the effect of the independent variable (X) on the dependent variable (Y) is 37.5%. This means that the magnitude of the influence of the independent variables (leadership and supervision) on the dependent variable (employee performance) is 37.5% while the remaining 62.5% is explained by other variables outside the regression model.

Conclusion

Based on the results of the research and discussion regarding the Influence of Leadership and Supervision on Employee Performance in Genteng Village, South Bogor, there are conclusions that can be drawn from the research: 1) Significant value of $0.000 < 0.05$ (smaller than) and the results of the t hypothesis test: $t \text{ count} = 4.112 >$ (greater than) $t_{\text{table}} = 2.03$. That is, there is a significant influence between leadership on employee performance. 2) Significant value $0.000 <$ (smaller than) 0.05 and the results of the hypothesis t test: $t \text{ count} = 4.940 >$ (greater than) $t_{\text{table}} = 2.03$. This means that there is a significant influence between supervision on employee performance. 3) Analysis of the influence of leadership and supervision simultaneously or simultaneously on employee performance: significant value $0.000 <$ (smaller than) 0.05 , coefficient of determination = 0.408 . Because $F \text{ count} = 12.084 >$ (greater than) $F \text{ table} 2.47$. That is, there is a significant influence between Leadership and Supervision jointly or simultaneously on the performance of employees in Genteng Village, South Bogor.

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