

THE INFLUENCE OF LEADERSHIP, WORKING ENVIRONMENT, AND WORKING MOTIVATION ON WORKING SATISFACTION AND THEIR IMPLICATION OF THE OFFICER'S PERFORMANCE IN DINAS BINA MARGA, DINAS PENGAIRAN, AND DINAS PEMUKIMAN IN LAMPUNG PROVINCE

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ABSTRACT

This research is focused to know the influence of Leadership, Working Environment, and Working motivation on working motivation and worker performance. it was conducted in Dinas Marga, Dinas Pengairan, and Dinas Pemukiman Lampung Province.

Method of Research which was used was descriptive survey and explanatory survey. The data is collected by through research instrument. Goals of Population in this research is grand total of officer of echelon of IV in three the on duty ,with a moment of 278 person and sample was 164 person. Analysis of the data use analysis of multivariat by SEM.

Result of research indicate that by parsial only working motivation having an effect on reality to satisfaction working and the officer performance, while working environment and leadership do not have an effect on reality. However, by simultan is leadership, working environmental and working motivate to have an effect on reality to officer performance at satuan perangkat daerah (SKPD) intend above.

By parsial, working satisfaction to have an effect on to performance. That way also by simultan is leadership, working environmental, working motivation and the working satisfaction by simultan have an effect on reality to officer performance improvement at such SKPD above.

Keyword: leadership, working environment, working motivation, working satisfaction, officer performance dinas bina marga, dinas pengairan and dinas pemukiman in Lampung Province.

1. INTRODUCTION

1.1 Background of the Problem

Governmental Bureaucracy institution as a part of state organ state has vital duty in public duty management of development and governance. The duty has progressed heavily at the time organization faced the external challenge which progressed competitively, good of challenge from within country and also abroad. Ordinary Apparatus State

Civil referred as by a Public Servant Civil (PNS) as State organ shares, shall work as good as possible serve society. To push good performance, one of matter which can be conducted is by measuring performance and reporting his to public.

Human Resource is one of factor determining organizational performance. Equally the organizational performance depends on performance HR. Company Target

as an organization always closely related with his productivity. Productivity understood by as employees' readiness rate in yielding a number of outputs in specified period

So, important HR for company in global emulation hence strives to manage HR by itself important also. Management of HR look into employees of not merely strength produce but also asset of company as source of excellence compete.

Development of human resource in On duty Construct Clan and On duty Irrigating and Settlement of in Province Float strived by creation of condition of job fulfilling ' 4 Precisely', that is : Precisely the People, Precise of [Position/Occupation], Precise of Place and On Schedule (The Right Man on the Right job, Right Place and Right Time).

Performance represent appearance of result of job of officer of either through amount and also quality. To know factor influencing determinant of individual performance, require to be done/conducted by study to performance theory. Theoretically, there is three group of variable influencing behaviour work and the individual performance, that is: individual variable, organizational variable and the psychological variable (Hoffman And Hanram, 2012:20)

Satisfaction work to represent one of very important factor to get result of optimal job. When a feeling

1.3 Conceptual Framework

satisfaction in working perhaps he will cope as maximum competently which owning of to finish his work duty (As'Ad, 2003: 50)

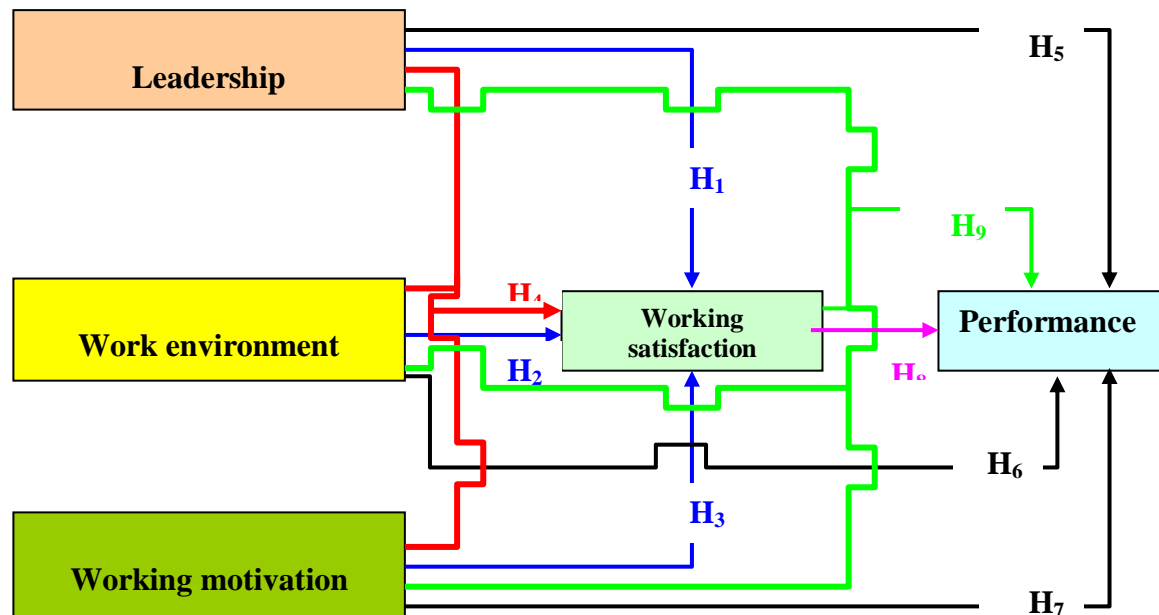
Motivate needed so that the work yielded better again. Result of the better work perhaps become one of indicator from improvement of performance from itself officer (Tasdemir, 2011:128)

A that good worker is formal worker and also the informal worker in this case the officer, will tend to more like with existence of environmental condition [of] their place work balmy, comfortable and peaceful, so that the efficiency work from officer can be reached better (Sedarmayanti, 2009:50)

Leadership of a leader of an organization can determine to succeed do not it[him] the organizational target as a whole. harmonious relation among between officer and head represent an problem which require to be paid attention to by if attributed to by storey; level of officer performance (Larsson And Vinberg, 2010:320)

1.2 Formulation of the Problem

Based on the background of the problem elaborated above, the problem can be formulated as: whether Leadership, working environment, and working motivation have any influence on working satisfaction and performance.



1.4 Research Hypothesis.

- H1 : There is influence of leadership to working satisfaction.
- H2 : There is influence of working environment to working satisfaction.
- H3 : There is influence job motivation to working satisfaction.
- H4 : There is influence together of leadership, working environment and working motivation to working satisfaction.
- H5 : There are influence of leadership to officer performance
- H6 : There are environmental influence work to Officer performance
- H7 : There are influence motivate job to officer performance
- H8 : There are influence of satisfaction work to officer performance
- H9 : There are together is leadership, environmental work, motivation

work and the satisfaction work to officer performance

2 . RESEARCH METHOD

2.1 Operational Definition.

This research there are five variable that is variable trussed (free dependen) variable and (independent). Variable trussed (Y) is performance and satisfaction, while free variable (X) consisted of by the leadership, environmental work and motivate job.

Independent Variable (X):

- leadership is ability lead which ditunjukkan by superior and which perception by subordinate
- Environmental work is place of the happening of interaction of among/between laboring individual in a organization to do/conduct work or activity work.
- Motivate job is motivation which be at x'self of human being to present a[n behaviour for

attainment of an target constituted by for a must.

Dependen Variabel (Y):

- a. Satisfaction work to represent satisfaction felt [by] a worker individually through comparison [of] [among/between] input used and the result obtained [by] whether/what matching with expected
- b. Work performance [is] job or masterpiece result obtained [by] officer in effort certain duty accomplishment or target attainment pursuant to accepted measure and during which have been specified [by] company or organisation

2.2 Population and Sampel.

population of this Research is functionary of echelon of IV in Dinas bina marga, Dinas pengairan And Dinas pemukiman in Provinsi Lampung , intake of sampel conducted by writer use technique of intake of sampel at random or purposive random sampling, pursuant to determination sum up sampel determined by for opinion from Hair et al. (2006), mentioning that research analyse data of multivariat using method of Structural Equation Model (SEM), generally hence Maximum Likelihood estimation (MLE). In method MLE, sum up minimum of sampel in survey range from 100 hingga 200 responder. Others, sum up determinable sampel also by 5 until 10 sampel of per parameter. Pursuant to second of above rule, hence sum up sampel to be taken away from by minimum of sampel of above that is 164 responder from functionary of echelon of IV in

On Duty Construct Clan, On duty the Irrigating and On duty Settlement in regency / town of in Provinsi Lampung

2.3 Method Analyse

a. Descriptive Analisis

Method of descriptive Analysis represent method used to analyse data of data which is made available and processed is so that obtained by a clear picture hit fact of fact and [relation/link] usher phenomenon checked

b. Analysis of Explanatory Survey

That is a[n method which [do] not only express condition from variable or relation usher just just variable, but also to know influence usher variable (Umar, 2007:23).

2.4 Scale of Variable Measurement.

This research use scale of likert used to measure attitude, opinion and perception of somebody or a group of people of about social phenomenon (Sugiyono, 2005 : 85). Variable to be measured to be formulated to become indicator of variable which dberi of score for the statement: Very Agree given by score 5, Agreeing given by score 4, Hesitating given by the score 3. Adverse Opinion given by score 2 and Very the Adverse Opinion given by score 1

2.5 Research Location

Location of Research done/ conducted in On Duty Construct Clan, On Duty the Irrigating and On duty Settlement in Provinsi Lampung

2.6 Type of Data of and of Data Source

- a. **Primary Data**, that is of data collected by itself by direct researcher from especial source (Suliyanto, 2006: 131), where at this research is data of obtained propagatedly is kuesioner to obtain; get response from existing responder is the research location
- b. **Data of Of Sekunder** is data of published or used by organization or company which is off[is non his processor (Suliyanto, 2006: 132), where at this penelitian is data of obtained from On duty Construct Clan and On duty Irrigating and settlement and also from journal of former research. from journal of former research

2.7 Data of Collecting Technique

Data Collecting of at this research is done by research of field of through spreading of question enquette (kuesioner). Kuesioner Represent one of type of instrument of of data of collecting submitted/sent to responder or subjek of research of through a number of statement

2.8 Test of Validity and Reliabilitas

Test validity and reliabilitas conducted by pad of research instrument, in this case is kuesioner, to test whether/what used as by competent kuesioner of instrument research. Valid mean the instrument applicable to measure what ought to be measured and reliabel mean instrument used several times measure same object, will yield same data (Sugiyono, 2005:109). At examination of validity and reliabilitas kuesioner passed to by 50 responder [of] outside sampel checked. Examination done at functionary of echelon of IV in On

Duty Construct Clan, On duty the Irrigating and On duty Settlement in Provinsi Lampung

2.9 Test of Research Hypothesis

Examination of Hypothesis of research [done/conducted] by using approach of Structural Equation Model (SEM) or Model Structural Equation. As for use of SEM in model and examination of hypothesis is because SEM represent a group of technique of statistikal enabling examination a network of relation which complicated relative by simultan (Ferdinand in Riduwan, 2009).

SEM basically represent a[n technique of statistika weared to test to with refer to relation of among some variable which is formed of by variable of factor and or variable of observation analysed by using program of Structural Linear of Relations (LISREL). Target analyse this is explain relation a set variable with other variable. With this analysis is knowable is level of influence of each variable of exogen to variable of endogen of either through direct and also indirectly. Level of influence from variable of eksogen to variable of endogen expressed by level of determinant coefficient. procedure of Gathering and data processing analysed by pemodelan is SEM have to fulfill the following assumption:

a. Size measure Sampel

Size measure of Sampel which must be fulfilled in pemodelan SEM is minimizing 100 and hereinafter use comparison 5 observation of variable to each; every estimated variable

b. Normalitas And linieritas

Swampy forest of Data have to be analysed to see whether/what assumption of normalitas fulfilled, so that the furthermore changeable data. Test normalitas can be tested with statistical methods of [is non parametik Shapiro Wilks

c. Outliers

That is data which the observation own unique characteristic seen [by] very differ far from other data or observation and emerge in extreme value good to a single variable or the combination variable

If fullfilled above conditions, hence will be able to be counted by a band coefficient mirroring the level of influence from a[n cause variable (independent) to effect of variable. Stages;Steps generally shall be as follows

- Draw band diagram. Band diagram mirror conceptual hypothesis so that clarify and cause variable position variable of effect of becoming research object
- Calculating matrik correlation usher X_1, X_2, \dots, X_n And Y
- Calculating matrik correlation usher variable eksegenus
- Calculating matrik invers from matrik correlation usher variable eksegenus
- Calculating band coefficient with formula:

$$P_{yxi} = \sum_{j=1}^n CR_{ij} r_{yxj}$$

- Calculating coefficient of total determinasi [of] X_1, X_2, \dots, X_n to variable of Y with the following formula :

$$: R^2_{yx_1 \dots x_n} = \sum_{i=1}^n p^{yxi} r^{yxi}$$

- Calculating external variable band coefficient (P_y ?) to Y with formula:

$$p_{ye} = \sqrt{1 - R^2_{yxi}}$$

After calculated by its band coefficient, next step is test having a meaning of the band coefficient meaning or. Paying attention to existence of various characteristic from each;every examinee research variable, there are two examination step in band analysis that is examination as a whole and the individual examination

- Examination as a whole, hypothesis conducted at this examination is:
 $H_0 : Pyx_1 = Pyx_2 \dots Pyx_n$ or $H_0 : R^2 = 0$

$$H_1 : \text{At least there is a } Pyxi \neq 0 \text{ atau } H_1 : R^2 > 0$$

Test statistic utilized [by] [is] test F with formula:

$$F = \frac{(n-k-1)R^2_{y(x_1 \dots x_n)}}{k[1 - R^2_{y(x_1 \dots x_n)}]}$$

- calculation of direct Influence and indirectly from each variable shall be as follows:

Direct influence .

$$Y \longleftarrow X_i \longrightarrow Y : (P_{YXi})$$

$(P_{YXi}) \times 100\%$

Indirect influence.

$$Y \longleftarrow X_i \Omega X_j \longrightarrow Y : (P_{YXi}) (r_{xjxi})$$

$(P_{YXi}) \times 100\%$

3. SOLUTION AND RESULT

3.1 Descriptive Analysis

In this research have succeeded propagated by kuesioner as much 200 fruit with question item as much 44, whereabout the question item as much 12 for kuesioner leadership, 6 question item for environmental kuesioner work, 5 question item for kuesioner motivate job, 7 question item for kuesioner satisfaction work, 14 question item for kuesioner officer performance. from 200 kuesioner which is in propagating altogether succeed re-gathered but after selected

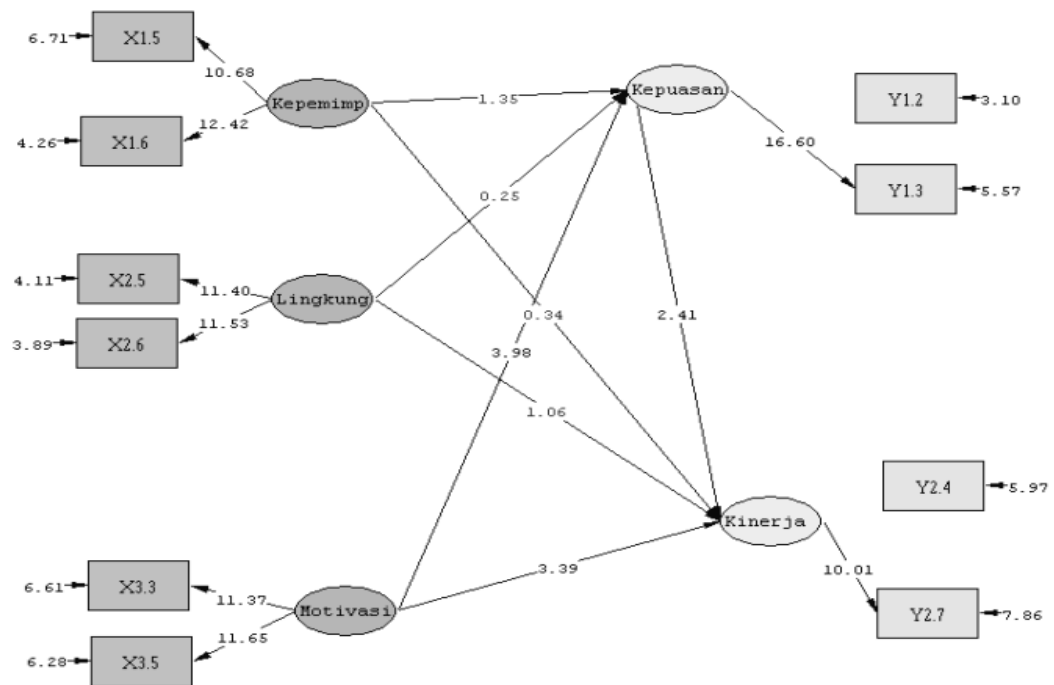
one by one the kuesioner really there is about 30 incomplete kuesioner filled and 6 same kuesioner once is not filled by this research responder that is echelon IV functionary in On Duty Construct Clan, On duty the Irrigating and On duty Settlement [in] Province Float . Become amount kuesioner which can be used by pursuant to amount sampel used for this research for the data processing amount to 164 sampel. From the data made by characteristic from responder:

No	Responder Profile		Sum up	Gratuity.
1	Gender	Men	135	82,3
		Women	29	17,7
	Sum Up		164	100
2	Age	30-35 Years	-	-
		40-45 Years	36	21,9
		50-55 Years	128	78,1
	Sum Up		164	100
3	Status	not yet married	-	-
		have married	164	86,7
	Sum Up		164	100
4	Highest Education	S-1	-	-
		S-2	144	87,8
		S-3	20	12,2
	Sum Up		164	100
5	age work	10 Years	5	3,1
		20 Years	14	8,5
		30 Years	35	21,3
		> 30 Years	110	67,1
	Sum Up		164	100

3.2 Uji Hipotesis Penelitian

Pengujian hipotesis dimaksudkan untuk melihat pengaruh variabel bebas kepemimpinan (X_1),

lingkungan kerja (X_2) dan motivasi kerja (X_3) terhadap variabel terikat kepuasan kerja (Y_1) dan knerja (Y_2). Hasil dari uji hipotesis dapat dilihat pada gambar di bawah ini:



Chi-Square=32.89, df=25, P-value=0.13386, RMSEA=0.044

From above picture hence can be made by summary of menegenai of hypothesis of research of like tables hereunder:

Hypothesis	Band (Path)	T- Value	Boldness
H ₁	X ₁ → Y ₁	1,35	Refuse H ₁
H ₂	X ₂ → Y ₁	0,25	Refuse H ₂
H ₃	X ₃ → Y ₁	3,98	Accept by H ₃
H ₄	X ₁ , X ₂ , X ₃ → Y ₁	103,5	Accept by H ₄
H ₅	X ₁ → Y ₂	0,34	Refuse H ₅
H ₆	X ₂ → Y ₂	0,05	Refuse H ₆
H ₇	X ₃ → Y ₂	3,39	Accept by H ₇
H ₈	Y ₁ → Y ₂	2,41	Accept by H ₈
H ₉	X ₁ , X ₂ , X ₃ , Y ₁ → Y ₂	954	Accept by H ₉

4. Kesimpulan

Pursuant to result analyse, this research is concluded by that officer performance realized with settlement plan activity ($Y_{2.4}$) idea or idea gift And ($Y_{2.7}$) will mount if existence motivate job realized by aktualisasi and akuntabilitas officer ($X_{3.5}$) appreciation existence And from head ($X_{3.3}$) job satisfaction existence And realized with head understanding officer requirement ($Y_{1.2}$) head And which will braid relation with officer ($Y_{1.3}$).

While job satisfaction realized with head understanding officer requirement ($Y_{1.2}$) head And which will braid [relation/link] with officer ($Y_{1.3}$) will mount if existence motivate job realized by aktualisasi and akuntabilitas officer ($X_{3.5}$) appreciation existence And from head ($X_{3.3}$) (Draw 5.3 and Tables of 5.24). the conclusion supported [by] a statistical analysis for hypothesis test which have been developed previously:

- a. Leadership (Unprovable X_1) give influence to satisfaction work (Y_1) of at officer of echelon of IV in Dinas Bina Marga and Dinas Pengairan and Dinas Pemukiman in Provnsi Lampung. Inexistence of Influence give meaning that officer of echelon of IV in Dinas Bina Marga dan Dinas Pengairan dan Dinas Pemukiman in Provnsi Lampung have emphasized the way of new job in working ($X_{1.6}$) and have responsive to growth ($X_{1.5}$) so that [do] not have an effect on in improving job satisfaction
- b. Environmental Work (Unprovable X_2) give influence to satisfaction

work (Y_1) of at officer of echelon of IV in Dinas Bina Marga and Dinas Pengairan and Dinas Pemukiman in Provnsi Lampung. Inexistence of Influence give meaning that officer of echelon of IV in Dinas Bina Marga and Dinas Pengairan and Dinas Pemukiman in Provnsi Lampung have owned reconciliation of between officer humanity ($X_{2.6}$) and have felt safe in working ($X_{2.5}$), so that the environment [do] not have an effect on in improving satisfaction work.

- c. Motivate Job (X_3) proven to give influence in improving satisfaction work (Y_1) of [at] officer of echelon of IV in Dinas Bina Marga and Dinas Pengairan and Dinas Pemukiman in Provnsi Lampung. Existence of Influence give meaning that improvedly motivate that is aktualisasi and akuntabilitas from officer ($X_{3.5}$) and also existence of appreciation from head ($X_{3.3}$) will improve satisfaction work from officer
- d. Leadership (X_1), environmental work (X_2) and motivate job (X_3) together is proven to give influence to satisfaction work (Y_1)) at officer of echelon of IV in Dinas Bina Marga dan Dinas Pengairan dan Dinas Pemukiman in Provinsi Lampung. Existence of Influence give meaning that improvedly is leadership, environmental work and motivate job that is emphasizedly is way of new job ($X_{1.6}$) and responsive to growth ($X_{1.5}$) and also existence of reconciliation of among officer humanity ($X_{2.6}$) And existence feel safe in working ($X_{2.5}$) and existence of aktualisasi and akuntabilitas from officer ($X_{3.5}$)

- And existence of appreciation from head ($X_{3.3}$) to officer in echelon of IV together will improve satisfaction work.
- e. Leadership (Unprovable X_1) give influence to officer performance (Y_2) of at officer of echelon of IV in Dinas Bina Marga and Dinas Pengairan and Dinas Pemukiman in Provnsi Lampung. Inexistence of Influence give meaning that emphasizedly is way of job newly to officer ($X_{1.6}$) and teach officer of echelon of IV to be responsive to growth ($X_{1.5}$) will not have an effect on in improving his performance
 - f. Environment work (Unprovable X_2) give influence to officer performance (Y_2) of at officer of echelon of IV in Dinas Bina Marga and Dinas Pengairan and Dinas Pemukiman in Provinsi Lampung. Inexistence of Influence give meaning that createdly is reconciliation usher officer humanity ($X_{2.6}$) And existence feel safe in working ($X_{2.5}$) will not have an effect on in improving officer performance.
 - g. Motivate job (X_3) proven to give influence to officer performance (Y_2) of at officer of echelon of IV in Dinas Bina Marga and Dinas Pengairan and Dinas Pemukiman in Provinsi Lampung. Existence of Influence give to eat that improvedly motivate job that is aktualisasi and akuntabilitas from officer ($X_{3.5}$) and also existence of appreciation from head ($X_{3.3}$) will improve performance of officer of echelon of IV in Dinas Bina Marga and Dinas Pengairan and Dinas Pemukiman Provinsi Lampung
 - h. Satisfaction Work (Y_1) proven to give influence to officer performance (Y_2) of at officer of echelon of IV in Dinas Bina Marga and Dinas Pengairan and Dinas Pemukiman in Provinsi Lampung. Existence of Influence give meaning that improvedly is satisfaction work that is with head understanding officer requirement ($Y_{1.2}$) And head which will braid [relation/link] with officer ($Y_{1.3}$) will improve performance of officer of echelon of IV in Dinas Bina Marga and Dinas Pengairan and Dinas Pemukiman in Provinsi Lampung.
 - i. Leadership (X_1), environmental work (X_2) motivate job (X_3) And satisfaction work (Y_1) together is proven to give influence to officer performance (Y_2) of at officer of echelon of IV in Dinas Bina Marga and Dinas Pengairan and Dinas Pemukiman in Provinsi Lampung. Existence of Influence give meaning that improvedly is leadership, environmental work, motivation work and the satisfaction work that is emphasizedly is way of newly ($X_{1.6}$) and responsive to growth ($X_{1.5}$) and also existence of reconciliation of between officer humanity ($X_{2.6}$) And existence feel safe in working ($X_{2.5}$), existence of aktualisasi and akuntabilitas from officer ($X_{3.5}$), appreciation from head ($X_{3.3}$) to officer, head understanding officer requirement ($Y_{1.2}$) And head braiding [relation/link] with officer ($Y_{1.3}$) in echelon of IV together will improve officer performance.

5. Daftar Pustaka

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