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Reliable oriented authority effect and physical labor environment on behavior of the employee

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Abstract. The research was conducted in PT. Bank Sulselbar Palopo Branch on Tompotika Street, Wara, Palopo city, South Sulawesi 91911 with a total sample of 30 employees and method used were interviews and questionnaires. This study employed a multiple linear regression analysis, classic assumption test using SPSS 21. The results of the study showed that jointly relationship-oriented leadership behaviors and physical work environment had a significant effect on Employee Performance at PT. Bank Sulselbar, Palopo Branch. The variables relationship-oriented leadership behavior and physical work environment regression coefficients are positive (+) indicating a unidirectional relationship, in other words relationship-oriented leadership behavior and physical work environment will improve employee performance at PT. Bank Sulselbar Palopo. The correlation or relation between relationship-oriented leadership behavior and physical work environment with PT. Bank Sulselbar Palopo Branch is very strong at ($r = 0.923$) and the coefficient of determination or R square number is 0.853.

1. Introduction

Leadership is reflected in a leader behavior that shows behavior patterns in influencing his subordinates and coordinating the work duties of each employee. Attitudes and behavior model are come from leadership behavior had better backed up by proper relation not only by the leader and subordinates but also by fellow subordinate. Leadership behavior is the individual response as a motivator in an organization towards an action that can be observed and has a positive or negative impact on an organization. Relationship oriented leadership behavior needs to be supported also by measurement indicators which are the main reference in determining leadership behavior of a leader in an institution or organization either private or company. Relationship oriented leadership behavior needs to be supported also by measurement indicators which are the main reference in determining leadership behavior of a leader in an institution or institution of either private or company. Indicators of relationship-oriented leadership behavior consist of; (1) *Idealized influence/attributed* is a leader who instills pride and builds the confidence of subordinates, (2) *Idealized influence/behaviors* is a leader who emphasizes the



cumulative essence of the mission and discuss about contents and faiths, (3) *Uplifting motivation* is a chief who is able to express a sense of eagerness, elation and self-assurance, (4) *Academician stimulation* is a chief who wants to develop, train and teach subordinates and, (5) *Individualized considerations* is a leader who is willing to acknowledge subordinates' achievements and explain subordinates' expectations.

Mardiana[1] Work setting is a climate where workers operate their work every day. A helpful environment work place afford a sense of insurance and lets the workers to work excellently. A conducive work environment will have a clear impression on the continuity of employee work, and vice versa. The result of a comfortable, secure and pleasant work situation is one part of the organization adequate to boost up the performance of the workers. The barometer of the physical work environment consist of air circulation, the atmosphere of work space, cleanliness, office equipment. Air circulation in the workplace must be clean, fresh and cool and will help employees after working. The atmosphere of the workplace is like lighting/good lighting in the workplace, tranquility in work, the presence of clean rooms, bright workspace colors, available facilities.

Achievement is quality and quantity work's outcome by the worker in transmitting his obligations in accord with the liability given to him [2]. Work performance barometers are capacity, volume, knowledge and skills. Quality means that the quality of work is achieved based on the conditions of conformity and readiness. Quantity means results and speed in carrying out tasks. Knowledge means an understanding of the task or work given. Skills mean work that is done very well and skillfully, without errors or flaws. After conducting a close observations in PT. Bank Sulsebar, Palopo Branch, it shows a number of fundamental problems, such as; leaders were rarely present in the workplace, so they rarely work coordinately with subordinates and carry out activities based on work plans that are prepared and agreed to exceed a predetermined time limit. The attention of leaders to employees was personal and uneven and the decision-making process rarely involves subordinates so that the wishes and input of subordinates were not conveyed. Agus Dharma [3] stated that indicators that can be used in measuring performance are as follows quantity is the amount that must be concluded and accomplished. Measurement Quantitative contains counting the result of the mechanism or application of the actions. This is connected to the amount of outcomes, the capacity that must be gained (good or bad). Measurement qualitative Outcome mirrors the assessment of "pleasure level ", which is how proper it is dealt with, this is connected to the form of outcome. Punctuality, it is according to whether or not the time is arrange. Timekeeping assessment is specific kind of quantitative measurement that resolves the agendas of an activity.

Physical work environment that is less comfortable because of poor air circulation where there is a minimum level of freshness and coolness while working in the room. This can be seen from the use of office equipment that has not been evenly distributed in every room. The need for a good work environment will further support the performance of employees, not only with air conditioning, but equipment and cleanliness of office is also a concern. The condition of a clean and tidy room and adequate equipment can provide great enthusiasm for employees at work. The main point of achieving results is seen in the performance of both leaders and subordinates. The performance of a leader is supported by subordinates who jointly carry out their duties and functions according to their respective responsibilities. This study main objective was to experience and explain the affect of relationship-oriented leadership and the environment of the labor on worker act. Based on the sample case in the field, especially in determine the procedures, it is related to the workers act to the office facility and connections of the workers and customers. The previous study could be so accurate and helpful in impression practice of rearrange work place facility [4].

2. Methodology

This research employed quantitative approach, because in general the data was analyzed and presented in the form of numbers that are calculated through statistical tests. The data used in this research was secondary data. This research located in PT. Sulsebar Palopo Branch, while the object was examine through analyzing the influence of relationship-oriented leadership behavior and substantial labor zone on of PT. Sulsebar Palopo Branch workers' act. The population in this research were employees at PT. Sulsebar Palopo Branch and there were 30 workers as the sampling of this study.

3. Results and discussion

Based on the regression model outcome SPSS 21 program, the constants of 0.913 or positive constants, stating that if there was a relationship-oriented leadership variable and a constant substantial labor zone, PT. Bank Sulsebar's performance, Palopo Branch will increase by 0.913 assuming all variables were fixed.

Relationship-oriented leadership variables with employee performance regression coefficient (X1) of 0.205, that every increase in relationship-oriented leadership skills possessed by employees will improve relationship-oriented leadership skills at PT. Bank Sulsebar, Palopo branch.

The physical work environment variable with employee performance physical work environment coefficient (X2) is 0.241, that every increase in the physical work environment capacity of the employee will increase the relationship-oriented leadership ability in PT. Bank Sulsebar, Palopo branch.

The influence of leadership behavior on the physical work environment in the Regional Personnel Agency of Payakumbuh City is 31.1%. This shows that the form and existence of a physical work environment in the Regional Personnel Agency in Payakumbuh city was determined by leadership behavior [5].

The influence of relationship-oriented leadership, job promotion and substantial labor zone affect worker act in this case shows that leadership towards promotion of accountability was closely related to carrying out work activities and physical work environment greatly influences employee performance [6].

3.1 Hypothesis testing

To prove whether the self-reliant variable partially or jointly have a compelling reaction on the reliant variable, an analysis was carried out with the T test method and F test. The following tables show the results of the T test and the magnitude of the T table at a significance of 5% or $\alpha = 0,05$ (one side), and F test results (specifically for simultaneous tests)

3.2 Relationship oriented leadership behavior variable (X1)

Relationship-oriented leadership behavioral variables (X1) have a t / statistic value of 2.170. This value was larger than T table (2,170 > 1,658). Thus T test results statistically indicated H0 denied and Ha approved or Hypothesis accepted. These results showed that relationship-oriented leadership behavioral variables significantly = affect of PT. Bank Sulsebar Palopo worker's act.

3.3 Physical work environment variable (X2)

The substantial labor zone variable (X2) has a 4.407 of statistic t / count. This mark was larger than T table (4,407 > 1,658). Thus the outcome of the T test statistically proved that, H0 rejected and Ha accepted or the proposed hypothesis accepted. These outcomes indicated that substantial labor zone variables significantly influence the performance of PT. Bank Sulsebar Palopo worker's act.

4. Conclusion

Based on the data and discussions previously, it can be concluded that relationship-oriented leadership behavior has an important positive effect on PT. Bank Sulselbar Palopo worker's act. The hypothesis was accepted and the variable labor zone has a positive effect significantly on the of PT. Bank Sulselbar Palopo worker's act. Hypothesis accepted.

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