

Impact of Leadership Styles on Employees' Performance

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Abstract

Purpose – This research is to determine the effect of leadership on employee performance.

Methodology – This research uses qualitative methods and a literature review (Library Research) using an inductive analysis model. Researchers take library sources through online media on the Google Scholar application with the keyword "The influence of leadership on employee performance" with the publishing category since 2023 and based on the order of the date, the results obtained were still very large so a screening was carried out according to the objectives and relevance of the research, the results obtained were 8 articles for comparison.

Findings and Discussion – The results of this study are that there is an influence of leadership on employee performance and there are other supporting factors that affect employee performance.

Keywords: Leadership, influence, employee performance, supporting factors

Introduction

Leadership coordinates guidelines and practices, establishment of support systems (E. K. Sari et al., 2016) project and people management, connections, and multiple stakeholders (Pio et al., 2015) guides employees towards transformation and makes aware of area and community (Hamdan, 2018). Regarding leadership, bonuses, work motivation, and employee performance, previous research has not focused on leadership and performance ((Tomczak, 2022). Therefore, we need a leader who can provide direction to achieve the company goals that have been set.

Individuals influence according to the achievement of that goal and what costs are positioned on the results (Habibie & Mustika, 2020). People in the organization need the right leaders to work effectively and

efficiently, to influence, lead, mobilize, and adapt to internal and external situations. Transformational leadership plays a crucial role in producing good governance because it can encourage positive employee behavior ((Siswatiningsih et al., 2019). Leadership style according to (Efendi et al., 2019) is the ability to convey a constructive impact on others, or the ability to work together to achieve the planned goals. Leadership, thus, means an effort that has an impact on workers by mobilizing existing resources effectively and efficiently in all management processes to achieve the desired goals and produce good quality work.

Literature Review

1. Leadership

Leadership is the process of mastering activities that are organized in a group to achieve predetermined goals (N. W. Lestari, 2021). Leadership is one of the skills needed by company leaders to run a company (Bastari et al., 2020). Leadership is genuinely a one-way influence, for leaders harbor special traits that select them from their followers. Experts point out how micro-level mechanisms have not been studied. Leadership style, on the other hand, is related to the leader's attitude when leading or questioning followers (Rohman et al., 2020) Expressing this opinion influences other people's activities (Arianty, 2017). Leadership is a fraction of teamwork and unity. Leadership style is defined by (Sabila & Firmansyah, 2022) as a skill that is used to have a constructive effect on other people and the people around them to work together to achieve the planned targets. And directs his followers. Management style can try to direct or influence others by effectively and efficiently mobilizing the available resources in all management ways to achieve the desired goals.

2. Employee Performance

Employee Performance Meanwhile, worker performance is the output of a business in a certain period compared to a number of possibilities, for example criteria, standards, or desires that are mutually decided and agreed upon (Wulan et al., 2019). Employee performance is also recognized as an aspect that can substantially impact organizational profitability. More specifically, for supplying organizations, employee performance is both a find-out element as well as a driver for greater growth (M. D. Lestari et al., 2020). Employee performance is also recognized as a component that can substantially control organizational profitability. due to the fact that employee performance is the result of

achievements designed in the workplace related to performance characteristics, organizational schemes, and organizational practices (T. D. R Sari & Fernando, 2021) . So that what is needed by the organization will be in accordance with the objectives that have been decided so that it will suggest profitability. Employee performance as a degree derived from the productivity of an employee, relative to work, in some attitude and will take place related to work, and personal motivation to reap the positive desire or pursuit of performance that can be redeemed in terms of what consequences will benefit the individual to be an effect of achieving that goal and what counts are positioned above it (Sausan et al., 2021).

Research Methods, Data, and Analysis

The method of writing this article uses a qualitative method and literature review (Library Research) using an inductive analysis model. The study was carried out through a review and comparison of literary sources in order to obtain theoretical data. The authors consider this method of literature review and literature study to be very valid and relevant without having to carry out direct field research (Sari & Asmendri, 2020).

Researchers took library sources through online media on the Google Scholar application with the keywords "The influence of leadership on employee performance" with the publishing category since 2023 and based on the order of dates, the results obtained were still very large so that filtering was carried out according to the objectives and relevance of the research, so it was obtained results of 8 articles for comparison.

Table. 1 List of Articles

No.	Researcher	Researcher Title	Research result
1.	Sandi Maulana, Yusep Budiansyah (2023)	Leadership and Influence Performance Compensation Officer at the Village Office Hope Building Community	Leadership style and salary level have an impact on productivity in the workplace. Leaders who give workers a voice in setting organizational priorities and who reward them fairly and openly for achieving those targets are more likely to see increased productivity or performance from their staff
2	Masrisal Masrisal (2023)	The Effect of Compensation, Leadership and Organizational Culture on the Performance of Talawi District Employees	Compensation has a positive effect on employee performance with X1 of 0.144, leadership has a positive effect on performance with X2 0.014, and work culture has a positive effect on performance with X3 0.945.

3	Andi Cinrana, Dr. Mashur Razak, S.E., M.M, Dr. Harlindah Harniati Arfan, M.AP, (2023)	The effect of placement, leadership and work motivation on improving employee performance in the Selayar Islands Regency Regional Secretariat work unit	There is a positive and significant influence between the variables of Placement, Leadership and Work Motivation simultaneously on the Performance of Regional Secretariat Employees of Selayar Islands Regency. Leadership is the most dominant variable affecting the performance of the Regional Secretariat of the Selayar Islands Regency.
4.	Rifqy Firmansyah (2023)	The influence of transformational leadership and compensation on commitment and its impact on the performance of Cipageran Health Center employees, Cimahi City	In general, transformational leadership, compensation, employee commitment, and employee performance fall into the fairly good category. Transformational leadership and compensation have an effect on employee commitment both partially and simultaneously.
5.	Sartika C.Y. Pardede, Ratno Purnomo, Mery Noviyanti (2023)	The influence of transformational leadership and compensation on commitment and its impact on the performance of Cipageran Health Center employees, Cimahi City	Competence, leadership style and career development have a positive and significant impact on employee performance.
6.	Retno Sayuti , I Gusti Putu Diva Awatara, (2023)	The Role of Leadership, Work Discipline and Organizational Culture on the Motivation and Performance of Kelurahan Office Employees in Jebres District, Surakarta City	That together the independent variables of leadership, discipline, and organizational culture influence performance with motivation as the intervening variable.
7.	R. Putri Anggita Permatasari, Timbul Dompok, (2023)	The Influence of Leadership Style and Work Facilities on the Performance of State Civil Servants in the Batam City District Environmen	There is an influence of leadership style on the performance of civil servants.
8.	Isafa Gulo, Mohamad A. Rahawarin, Julia Th. Patty (2023)	The Effect of Democratic Leadership Style and Coordination on Employee Performance at the Maluku Province Education Quality Assurance Center	The Effect of Democratic Leadership Style and Coordination on Employee Performance at the Maluku Province Education Quality Assurance Center

Results and Discussion

From the results of the review of all articles in this study, it shows that there is an influence of leadership on employee performance, which means that there is a positive influence towards improving employee performance, this is relevant to existing leadership theories. This is also in accordance with impulsive theories (obedience induction theory) which tend to see leadership as a coercive or nonexclusive effect, and as a way of advancing the team to act in line with the leader's expectations (Kesuma & Syamsuddin, 2019). From the results of a review of all of these research articles, including the article by R. Putri Anggita Permatasari, Timbul Dompok (2023) which states that there is an

influence of leadership style on the performance of civil servants. The results of this study also allude to leadership styles. Leadership style is defined by (Sabila & Firmansyah, 2022) as a skill that is used to have a constructive effect on other people and the people around them to work together to achieve the planned targets. The research results of the same article allude to leadership styles in this study, including . Sandi Maulana, Yusep Budiansyah (2023) who stated that leadership style and salary level have an impact on productivity in the workplace. Leaders who give workers a voice in setting organizational priorities and who reward them fairly and openly for achieving those targets are more likely to see increased productivity or performance from their staff. Rifqy Firmansyah (2023) which states that in general transformational leadership, compensation, employee commitment, and employee performance are in a fairly good category. Transformational leadership and compensation have an effect on employee commitment both partially and simultaneously. Isafa Gulo, Mohamad A. Rahawarin Julia Th. Patty (2023) concluded the results of her research, namely the effect of democratic leadership style and coordination on employee performance at the Maluku Province Education Quality Assurance Center. So is Sartika CY Pardede's article, Ratno Purnomo, Mery Noviyanti (2023) which states competence, leadership style and career development have a positive and significant effect on employee performance. Thus, the results of this study, in line with leadership style, on the other hand, are related to the leader's attitude when leading or questioning followers (Rohman et al., 2020).

This study also obtained several leaderships supports that could affect employee performance, namely regarding salary and compensation contained in the 3 articles studied, including the Masrisal Masrisal article (2023), namely compensation has a positive effect on employee performance with X1 of 0.144, leadership has a positive effect on performance with X2 0.014, and work culture has a positive effect on performance with X3 0.945. Other leadership supports that influence employee performance, namely discipline contained in Retno Sayuti's article, I Gusti Putu Diva Awatara (2023) which states that together the independent variables of leadership, discipline, and organizational culture affect performance with motivation as an intervening variable. Besides that, organizational culture also influences employee performance in this article. As previously stated, motivation is also a factor supporting leadership influencing employee performance. This is contained in the results of Andi Cinrana's article, Dr. Mashur Razak, SE,

MM, Dr Harlindah Harniati Arfan, M.AP (2023) which states that there is a positive and significant influence between the variables Placement, Leadership and Motivation Simultaneous work on the performance of the Regional Secretariat of the Selayar Islands Regency. Leadership is the most dominant variable affecting the performance of the Regional Secretariat of the Selayar Islands Regency. Leadership is the most dominant variable affecting the performance of the Regional Secretariat of the Selayar Islands Regency.

Research Limitations

This study has limitations, namely, in this study only provides an outline explanation because this research uses literature study. Future researchers are expected to be able to explain in more detail and detail, both for the main discussion and the discussion used for comparison.

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