

ANALYSIS OF THE INFLUENCE OF AUTHORITARIAN LEADERSHIP STYLE ON THE PERFORMANCE OF MANAGEMENT IN HMPS ORGANIZATIONS STATISTICS, GORONTALO STATE UNIVERSITY

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Abstract

This study was conducted to analyze the effect of the authoritarian leadership style on the performance of administrators at the Statistics Study Program Student Association (HMPS) organization for the 2019 period at the State University of Gorontalo. This study uses a causal quantitative method by using a questionnaire to obtain primary data. Data management using SPSS 26 program. The results of the study indicate that the authoritarian leadership style does not partially affect the performance of the board and has a negative direction. However, it simultaneously has a significant influence between the authoritarian leadership style and the performance of the board.

Keywords: Leadership, Style, Authoritarian

INTRODUCTION

In the world of lectures, of course, you are familiar with the various kinds of student organizations that exist, both at the study program level to the BEM (Student Executive Board) level. Student organizations are a vehicle and means of self-development of students towards broadening their horizons and increasing intellectuals and personality integrity to achieve the goals of higher education (Decree of the Minister of Education and Culture Number 155 of 1998). An important factor in the running of an organization lies in the aspect of its leader and leadership. Leaders have a role in influencing subordinates so that organizational goals are achieved, while leadership in organizations shows the relationship between leaders and their subordinates. Therefore, the organization needs a leader who can be a monitor in the movement of organizational change, careful and wise in making decisions, so that the success of an organization is determined by the success of a leader in influencing his subordinates accompanied by the effectiveness of his leadership.

Thoha (2003) states that an organization will succeed or not largely determined by the leadership that can be responsible for failures in the implementation of a job or organization. According to Yamin and Maisha (2010) leadership is an influencing process carried out by someone in managing group members to achieve organizational goals.

Authoritarian leadership style is a style of leader who concentrates all decisions and policies taken from himself in full. all division of tasks and responsibilities is fully held by authoritarian leaders. In this leadership style the leader controls all aspects of activities and also plays a role in supervising all member activities.

The study program student association is a student organization within the Gorontalo State University, especially in the Statistics Study Program, Department of Mathematics, Faculty of Mathematics and Natural Sciences. Study program student associations have the responsibility to carry out the work program they have determined. In addition, they are also responsible for empowering members who join the association, so the association must have a high-performance board in order to carry out all work programs properly. The performance of the board can run well or not, it all depends on the leader who leads the association. Leaders who are able to provide motivation so that many new ideas will emerge from both leaders and administrators.

LITERATURE REVIEW

Authoritarian Leadership Style

Leadership style is a pattern of behavior that has been designed in such a way as to influence subordinates so that they can maximize performance in achieving organizational goals to the fullest. Authoritarian leadership style is a leadership style that focuses all decisions and policies taken from oneself in full. The division of responsibilities and duties is fully held by the leader while subordinates only obey and carry out the assigned tasks. Leaders with an authoritarian style tend to take all arbitrary decisions without consulting their subordinates. According to Mosedeghard and Yannoamma (in Gustomo and Silviaanita, 2009) authoritarian leadership style affects loyalty through job satisfaction. Job satisfaction is a person's perception of work based on factors from the work environment such as leadership style, work procedures and rules, workplace, co-workers and compensation received.

Performance

Performance according to Mangkunegara (2002) is the result of work both quality and quantity achieved by employees in carrying out tasks per unit period of time and given responsibilities. Performance is also defined as a form of a person's success in carrying out roles and achieving targets which of course come from his own personality. Having a good performance will certainly produce better work performance and have a high spirit in making sacrifices for the achievement of organizational or group goals.

METHOD

This study uses a causal quantitative research method (cause - effect), which looks at the influence of authoritarian leadership style on the performance of organizational management. As for the population of this study, all administrators of the 2019 HMPS Statistics Period, State University of Gorontalo. The sampling technique used was the saturated sampling technique, where the entire population was used as a sample in this study. The data collection method uses a questionnaire distributed through google form, while to analyze the data using simple regression analysis. This regression test is used to test and see how much influence the X variable has on the Y variable.

RESULTS AND DISCUSSION

Table.1
Simple Linear Regression Test Results

Variabel	b	t _{hitung}	Sig.
(Constant)	12,287	6,727	,000
GayaKepemimpinan Otoriter	-,335	-2,332	,032
R	= 0,482		
R Square	= 0,232		
	F _{hitung} = 5,439		
	Sig. = 0,032		

Sumber data primer diolah di SPSS.

Simple Linear Regression Analysis

The use of simple linear regression analysis technique is to determine whether there is a relationship between variable X and variable Y. Based on Table 1 above, the following simple linear regression equation is obtained:

$$Y = 12,287 - 0,335X$$

From the above regression equation, it can be interpreted that the magnitude of the management performance variable (Y) is influenced by the authoritarian leadership style variable (X).

Coefficient of Determination

The coefficient of determination is 23.2% which means that the authoritarian leadership style variable (X) affects 23.2% of the management performance variable, the rest is influenced by variables outside the leadership style variable (X).

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

Dimana:

KD = Koefisien determinasi

R^2 = R square

Hypothesis testing

Uji F

Based on Table.1, the results of the Uji F carried out, it is known that the value of Sig. $\leq$ 0.05 which means that the authoritarian leadership style variable (X) has a significant effect on the management performance variable. Meanwhile, the result of Fcount is 5.439 so it can be seen that Fcount $>$ Ftable. It can be concluded that there is a simultaneous influence between the authoritarian leadership style variable on the management performance variable.

Uji t

Based on Table 1, the results of the uji t obtained are -2.332 so it can be concluded that tcount $<$ ttable, which means that the authoritarian leadership style variable does not partially affect the management performance variable.

CONCLUSION

Based on the analysis and interpretation that has been carried out above, it can be concluded that the authoritarian leadership style has a significant simultaneously (together) effect on the performance of student organization administrators, and also has a coefficient of determination of 23.2% which means that the leadership style authoritarian has an effect of 23.2% on the performance of the board while the rest is influenced by other variables.

The authoritarian leadership style does not partially affect the performance of the management and the direction of the relationship shows a negative direction, this means that the authoritarian leadership style can reduce the performance of the HMPS Statistika management.

Idea

Diharapkan kepada ketua HMPS Statistika Universitas Negeri Gorontalo untuk tidak begitu dominan menggunakan gaya kepemimpinan otoriter, karena dapat membuat turunnya kinerja dari kepengurusan. menerapkan gaya kepemimpinan yang lain seperti demokratis, transformasional dan masih banyak gaya kepemimpinan lain, yang tentunya dapat meningkatkan kinerja dari para pengurus.

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