





The role of the leader in improving employee performance

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ABSTRACT

This study aims to determine the role of leaders in improving employee performance, the type of research carried out using qualitative descriptive and by analyzing several existing journals. In this study, the authors analyzed the data already listed in the journal research. The results of this study indicate the role of leaders in improving employee performance. The role of leaders in improving employee performance is one of the keys to success for the success of an organization. Improving employee performance, it's very decisive in directing one's attitudes and behavior to get attitudes and behavior by following in under the rules specified in achieving the goals of an organization. No matter how sophisticated the work equipment, the availability of costs, and work procedures, if members of the organization behave not according to the mission, it will fail to achieve these goals. Therefore, employees as human resources in an organization must be fostered, directed, and improved in their ability to facilitate their duties and work as employees.

KEYWORDS

Leader; employee performance

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Introduction

Leadership can be said as the way a leader directs, encourages, and regulates all elements in his organization to achieve a desired organizational goal to produce maximum employee performance. Within, performance employee means achievement results work employee in realize destination organization.

Problem leadership in something agency is in self a the leader concerned. There is a leader something agency has nature indifferent to the employee like, work without a vision or clear mission, no _ firm, disciplined less emphasized, no _ can take quick and accurate decisions. _ Attitude such a leader that makes subordinates/employees Becomes no have more performance _ good and working with his will alone. This thing Becomes a guarantor answering a leader as superior in something agency. Attitude Good leadership is expected by subordinates to create good performance, and subordinates expect a firm leader _ to intake decisions, be authoritative, and give proper directions.

Role motivation in fulfillment of great achievement, because _ motivation has a positive relationship _ to the performance of work employees even so otherwise. Motivation divided Becomes two, namely motivation intrinsic and motivation extrinsic. Motivation intrinsic is a motivation that arises no need for stimulation from outside because check it out there is in the individual that itself, is in line with his needs. Meanwhile, motivation extrinsic has arisen because of the existence of stimulation from the outside individual, for example, in field education, there is positive interest.

Literatur Review

Writer	Title	Country	Study Design
Rofiqoh Istiharoh, 2013	The role of leadership in improving employee performance at the Regional Investment Board (BPMD) of East Kutai Regency	Indonesian	Qualitative
Sulfiandy , Munif Arfan, Hilmy Wirangga, Nur Awaliah Ramadani, 2019	The role of leaders in improving employee performance	Indonesian	Qualitative approach is descriptive

Selviana Amalia Nurrahmah, Aida Vitria, and Aris Setia Noor	The role of leaders to improve employee performance at CV.UD.HAN'S MARTAPUTRA	Indonesian	Qualitative and data mining using interview and observation methods
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Methods

The method used in the preparation of this scientific paper is Literature study, namely research conducted only based on the work written, including the results types of research that have been and have not been published. This type of method is a series of studies related to library data collection methods or research objects his research was excavated through various literature information (books, encyclopedias, scientific journals, documents), not through direct observation. In this research, the author gets the article through a search on scientific publication sites either in the country or abroad which is then reviewed by the author.

Results

Based on the search results for journals through DataBase Online, there are several journals that have fulfilled the requirements or met the inclusion criteria and Exclusion, then from the journal a systematic review of the journal is carried out. The summary of the journal is explained in the table as mentioned.

Author (year)	Title	Country	Studi Design	Subject/ Population	Results
Rofiqoh Istiharah , 2013	The role of leadership in improving employee performance at the Regional Investment Board (BPMD) of East Kutai Regency	Indonesian	Qualitative	Leader	Based on the results of the research conducted, Complexity is a task carried out by a leader by no means a leader must work alone in completing tasks organization. In an organization, a leader or leader organization of course helped through staff and subordinates. With ability, a leader could coordinate every activity that is inside _ organization the whit its employee, including asking for advice and input.
Sulfiandy , Munif Arfan, Hilmy Wirangga, Nur Awaliah Ramadani, 2019	The role of leaders in improving employee performance	Indonesian	Qualitative approach is descriptive	Leader	Problem leadership appeared together with the start of the history of humans, that is since man realize the importance of life groups for reaching a destination together. They need somebody or some people who have advantages - advantages over others, regardless in form what group man they formed. This thing not could be denied because man always has limitations and advantages _ _ certain u.
Selviana Amalia Nurrahmah, Aida Vitria, and Aris Setia Noor	The role of leaders to improve employee performance at CV.UD.HAN'S MARTAPUTRA	Indonesian	Qualitative and data mining using interview and observation methods	Leader	The results of the study are that leaders in communication can interact with their employees quite well, which includes a cooperative process and like a brother so that there is no awkwardness from employees in communicating, leaders also want to hear opinions and suggestions from their employees.

Discussion

Leadership in society can be divided into two, namely: formal leadership and informal leadership. Formal leadership is a leader who is appointed officially or given through a Decree (SK) to get a certain position in an organization or government. This authority is called Juridical Authority, which means the authority possessed by a person because of a law (juridical), and that person is entitled to something.

Meanwhile, informal leadership is the leadership of someone who is not officially appointed through a Decree (SK), but is well received by his followers, this kind of leader will be obeyed by his subordinates/followers. This

leadership authority is called Acceptance Authority, namely the authority possessed by someone because that person's orders are accepted by a certain group. This authority will disappear at any time if his orders are no longer obeyed by his subordinates.

Leadership is the ability possessed by a leader to encourage his subordinates to work with enthusiasm and full of confidence. In other words, the leader is more emphasized in encouraging his subordinates or is more inviting to do a job that is by following the goals set. The leader also moves and directs his subordinates to do a job.

Factors that can affect the achievement of an employee's performance is the ability and motivation. Motivation is formed from the mental attitude that an employee has in dealing with work situations. Work motivation in every organization is very important, especially the motivation of a leader as the highest power holder in an organization because a leader has a major influence on employee performance in an organization.

Motivation is a management tool for managing human resources in an organization because in management there must be interaction or cooperation between individuals and groups. A leader who wants to increase employee motivation, must in an organization experience big or small obstacles, these obstacles can come from outside and from within the organization itself. Lack of communication between leaders and employees also reduces current performance.

An employee who has a very high level of discipline will work well even without being supervised by superiors. A disciplined employee will not steal time to do things that have nothing to do with the job. In improving the performance of an employee, that is, a lot of effort is made, and getting attention, which is thought to be less effective, will complicate the performance of the employees. And if the leader can accept criticism and suggestions from employees, it will increase the effectiveness of performance that was previously less effective.

Several leadership roles should be carried out to improve employee performance:

1. Analytical Leadership, namely the ability to analyze a situation carefully, maturely, and steadily. It is a prerequisite for the success of one's leadership.
2. Communication Skills, which are firm in giving orders, instructions, guidelines, and advice, leaders must also master the techniques of communicating.
3. Courage, that is, the higher the position a person has in an organization, the greater the courage needed to carry out the task.
4. Listening ability, namely being able to receive opinions or suggestions from subordinates so that subordinates are not only given assignments but also listen to what their subordinates think.
5. Assertiveness, namely being assertive in dealing with subordinates and dealing with discontent very important for a leader.

Conclusions

The conclusion is that the performance of employees in an organization can be improved and developed by each individual. To improve work discipline and employee productivity, it is necessary to have the role of a leader who can direct and motivate employees to obey existing regulations and be willing to carry out each of their duties effectively and maximally and full of enthusiasm to achieve the goals set.

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