



## **Effect of Democratic Leadership Style on the Performance of Employees at the Office BP3K Landono District of South Konawe**

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### **Abstract**

This study aims to determine how the democratic leadership style influence an office manager to employee performance at the Office BP3K Landono district of South Konawe. The location determination is based on the consideration that because researchers have been doing field practice course at the site on the planning and evaluation of agricultural programs that relate how the leadership of these locations in the lead so that these activities can run smoothly. So the researcher interested in conducting further research on leadership style that is applied in particular to the leadership of a democratic leadership style. Analysis of the data used is descriptive qualitative by using a model of Miles and Huberman. A democratic leadership style office management affects employee performance, including quality, quantity, timeliness, independence, and commitment to work in the Office of the District BP3K Landono Konsel. Leaders should approach issues with an open mind along with employees, for example by holding a meeting (conference) or deliberations to discuss the matter in order to reach a decision together and we always seek to establish good cooperation relationship with subordinates, receive inputs in determining policy, and work actively with individuals or groups to do the job.

**Keywords:** leadership style, democratic, employee performance

### **A. Introduction**

Leadership also relates to a process conducted by a person to influence others, to guide, create a structure, facilitating activities and relationships within a group or organization. Leadership can be defined based on the characteristics, behavior, and influence, patterns of interaction, role relationships, and administrative positions. Many factors affect the success or failure of an organization in achieving its objectives, in adapting to environmental development, and natural attempts to maintain its viability. However, most of these factors are influenced by

leaders in both the inherent nature of leadership and leadership styles used in managing the organization (Sunyoto & Burhanudin, 2011).

Performance can be measured through work competency standards and indicators of success one achieves in an office / the job. Performance can also be affected by the way or style to lead an existing leader in an organization (Hamzah, 2011). BP3K Office (Institute of Agricultural Extension Fisheries and Forestry) District of Landonu Konsel is one government agency that has 15 employees. Goals to be achieved in this research is to know how to influence a democratic leadership style an office manager to employee performance at the Office BP3K Landonu district of South Konawe.

## **B. Research Methodology**

### **1. Setting of the Research**

The research location is mentioned in the Office BP3K Landonu district of South Konawe. Basic consideration the location of the study because researchers never done field practice course at the site on the planning and evaluation of agricultural programs that relate how the leadership of these locations in the lead so that these activities can proceed smoothly. So the researcher interested in conducting further research on leadership style that is applied in particular to the leadership of a democratic leadership style.

### **2. Analysis**

Democratic leadership style influence on employee performance BP3K Landonu district of South Konawe analyzed using qualitative descriptive model of Miles and Huberman. Where in the analysis consists of three flows of activities occurring simultaneously: data reduction, data presentation, and conclusion / verification.

1. Data reduction. Data reduction is defined as the electoral process, focusing on simplification and transformation of data "rough" that emerged from the written records on the field.
2. Data presentation. Presentation of the collection of data is composed of information that gives the possibility of drawing conclusions and taking action. All data is organized to combine structured information in a form that is coherent and easy to reach, thereby an analyzer can see what is going on, and determine whether the draw the right conclusions.
3. Drawing conclusions / verification. Activity analysis is a third important draw conclusions and verification, Sugiyono (2009) in Priyanto (2011).

The data are collected in a reasonable condition (Natural Setting) in the life of an object. Because of that qualitative research is inductive means not starting from the hypothesis as a generalization, Hadari (1991) in Priyanto (2011).

## **C. Findings and Discussion**

### **1. The influence of the Democratic Leadership Style**

Leadership is a process in which a person or a leader influences subordinates to achieve a common goal. i.e. democratic leadership style of leadership that involve subordinates in decision-making process, to approach issues with an open mind along with a subordinate, receiving input from subordinates and work actively with individuals or groups.

Based on interviews to employees who have been made, Mr. Astibar interview (49 years old), namely: "I think the leadership style applied democratic enough because I was always involved all my employees in terms of taking a decision or policy concerning the duty / office work and always come to work together with the employees of the office".

While interviewing Mr. Yohanis Betteng (47 years old): "Leadership style adopted by the leadership of the Office of the District BP3K Landonu Konsel can be classified in a democratic leadership style related some of the things that can represent and in accordance with the traits or characteristics of a democratic leadership style according to Siagian (2001)".

Democratic leadership style according to Siagian (2001) that the leadership should approach issues with an open mind along with employees, for example, from an interview Mr. Samsidar Saleh (44 years), namely: "By holding a meeting (conference) or deliberations to discuss the matter in order to reach a decision together and we always seek to establish good cooperation relationship with subordinates, receive inputs in determining policy, and actively working with individuals or groups to do the job".

It affects the performance of employees, namely leadership style that applied has been considered a style democratic leadership greatly affect the performance of the employees of the office were leaders who always approached in a variety of problems for a work to be done, as

well as their minds are open along with employees with always involve employees in making a decision or policy dealing with office work, so that employees feel happy with the leadership style and feel comfortable to work or complete the job by producing the work as much as possible.

## **2. Employees' performance**

Performance is results and job performance accomplished by a person in an institution or organization based on the work he has done. The success on the achievement is the performance goals and objectives of the organization and performance as well as the results or the level of a person's success as a whole within a certain time in performing the task. Performance appraisals are conducted to assess the performance of employees, with the objective of performance assessment in general is to provide feedback to employees in an effort to improve its performance and increase the productivity of agency or organization.

### **a. Work quality**

The quality of work is the good or bad of quality or level of the work undertaken by employees in completing a task or job.

Based on the interview Mr. Astibar (49 years old), namely:

"The quality of work of employees on the staff of the District BP3K Landonso Konsel I think in general discount good quality work because some of my employees are able to achieve or appropriate working standards that we apply in the office where the work was done correctly and well"

Interview Mr. I Wayan Darana (51 years), as follows:

"Work quality discount good quality work, because leaders often make some approach to his subordinates that continue to receive advice and provide guidance to his subordinates towards the better"

Interview Mr. Yohanis Betteng (47 years old), as follows:

"Employees can achieve the quality of the work within the required standards by the management and employees aligned to be frequently reminded that with a reprimand in the form of guidance or appeal toward better on quality of work, such as the procedures in the execution of a defined task"

Quality of work or the work achieved by the employees is generally good because the workers were able to able to achieve or appropriate working standards that we apply or within the required standards by the leadership, employees were able to achieve this should not be separated from the leadership that is applied by the head of that office well in this case is democratic where leaders often make some approach to his subordinates that continue to receive advice and provide guidance to his subordinates towards better with employees who strived to be frequently reminded that with a reprimand in the form of guidance or appeal towards a better top quality of results work, such as the procedures in the execution of a defined task, so the quality or the work that has been done properly and correctly.

### **b. Work quantity**

The quantity of labor is the amount or the amount of work that can be completed. Based on the interview Mr. Astibar (49 years old), as follows: "Quantity of work on the staff of the District BP3K Landonso Konsel I think in general discount quantity of labor which is good because I was able to achieve a few employees or working according to standards that we apply in the office where the results of work completed according to the volume of work that I gave"

Interview Mrs. Yati Suhari Rahim (41 years old), as follows: "Employees have been able to make the achievement of work volume according to the volume of work assigned by the leadership"

Interview Mr. Mansyar Lamatunggu (27 years old), as follows: "To achieve the volume of work in accordance with the expected employees always use the various facilities the implementation of the tasks according to the standards expected leadership"

Work quantity or volume of the work of the employees can be said to be good because the employees are able to achieve or appropriate working standards that we apply in the office where the results of work completed according to the volume of work that has been granted and assigned by the leadership, which certainly using various facilities that can be used for the execution of tasks. Employees were able to achieve this should not be separated from the leadership office manager who seeks to cooperate actively in terms of providing help employees by providing some facilities in the implementation of the completion of tasks so that employees were trying to reach a volume of work that comply with leadership.

#### **c. Timeliness of Work Completed**

Timeliness in completing the work that it can accomplish the task or job that has been given at a predetermined time. Based on the interview Mr. Astibar (49 years old), as follows: "Punctuality on the staff of the District BP3K Landonso Konsel in completing the work is generally quite good as ever there is a delay in the completion of the task".

Interview Mrs. Sukatemi (31 years old), as follows: "Employees are trying to minimize the delay in completing the task or job to be always on time to start and finish every job that has been given".

Timeliness in completing the work of employees is generally quite good because there are still employees who are late in completing the work which has been assigned to him in accordance with the time set by the leadership, because it will always do our leadership approach to employees that the issues that cause delay at length land is resolved, in this case led to diffuse constructive for employees serve targeted so that employees can complete the work in accordance with a predetermined time, and these employees respond positively to it even motivated to minimize such delays so that in the future be able to complete the job or task in a timely manner.

#### **d. Work independence**

Independence of the work is able to take care of or overcome and can complete the task or job that has been given without depending on others. Based on the interview Mr. Astibar (49 years old), as follows: "Office employees BP3K Southern District of Landonso Konawe generally have the independence work quite well because there are some employees who still need some help from other employees or friends in the form of landing an explanation that the work performed is completed with good results and true"

Interview Mr. Samsidar Saleh (44 years), as follows:

"Good enough for employees is not able to carry out and complete the work independently without the help of anyone"

Interview Mrs. Nurtin (30 years old), as follows:

"Sometimes employees in completing the work they ask for and need help from others and sometimes also still need guidance from superiors in carrying out and completing the work, for example guidance in the form of implementation of tasks in conformity with the procedures for implementing the completion of the task"

Independence of the employee is generally quite good for getting work done there are still some employees who need help or assistance from other personnel in the form of an explanation that the work performed is completed with good results and true, and guidance from superiors in carrying out and completing the work, for example guidance in the form of implementation of tasks matching with the execution procedures for completing work. Leaders remain receptive to employees who ask in this case need direction more clearly by providing instructions or explanations regarding some of the work so that employees feel more understood and more easily complete the job.

#### **e. Work commitment**

Work commitment is employee engagement in carrying out the work and responsibility to be able to complete the job or task that has been given. Based on the interview Mr. Astibar (49 years old), as follows: "employees at the Office BP3K District of Landonso Konsel

generally has a work commitment which is good because the employees will still do everything possible to achieve the best results of the work he did with commitment and ownership must be responsible for the office is to carry out and complete the work that has been ordered"

Interview Mr. I Wayan Darana (51 years), as follows:

"Employees have a sense of responsibility to the agencies in completing the job"

Interview Mrs. Nurhayati Bakarang (50 years) and Dahniar (32 years old), as follows:

"Besides employees have a sense of responsibility to finish the job, employees also have the confidence (confident) in carrying out the task and wants to finish the job with maximum results and can establish good cooperation with colleagues.

Commitment excellent work of employees because employees have a strong commitment with a sense of responsibility towards the office and confident in doing work that seeks the fullest can finish a task or job with good results and correct in accordance with the standard. Commitment employee who either cannot be separated or related to the leadership of the leadership of the office, where the leadership that strives for democracy against the servants, being open to employees, always approaching, discussion and deliberation with the employees in the decision making or policy that is best for offices together, so employees are committed to work, responsibility and confidence to strive for the work that produces good work and properly.

#### **D. Conclusion**

Based on the results of research and discussion, it can be concluded that a democratic leadership style office management affects employee performance, including quality, quantity, timeliness, independence, and commitment to work in the Office of the District BP3K Landono Konsel. Leaders should approach issues with an open mind along with employees, for example by holding a meeting (conference) or deliberations to discuss the matter in order to reach a decision together and we always seek to establish good cooperation relationship with subordinates, receive inputs in determining policy, and work actively with individuals or groups to do the job.

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