

THE INFLUENCE OF MOTIVATION, EDUCATION LEVEL, AND LEADERSHIP MODEL ON THE PERFORMANCE OF MEMBERS OF DONGGALA DISTRICT REGIONAL PEOPLE'S REPRESENTATIVE COUNCIL

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ABSTRACT

This research aimed to examine and explain the influence of motivation, education level, and leadership model on the performance of members of Donggala District Regional People's Representative Council. Type of the research was survey research. The population consisted of 30 members of Donggala District Regional People's Representative Council. The sample was determined based on the census where the entire population was sampled. Data collection techniques used a questionnaire. The data analysis technique used descriptive and inferential statistics in the form of multiple regression using the SPSS version 25 application. The results show that the motivation and leadership model have a positive and significant influence on the performance of the members of Donggala District Regional People's Representative Council. The level of education has no significant influence on the performance of members of Donggala District Regional People's Representative Council. Simultaneously, the three independent variables have a significant positive influence on the performance of the members of Donggala District Regional People's Representative Council.

Keywords: Motivation, Education Level, Leadership Model and Performance

INTRODUCTION

According to Law Number 22 of 1999 concerning Regional Government, it is stated that the position of Regional People's Representative Council in Article 16 paragraph (2) along with the explanation is: "DPRD sebagai Badan Legislatif Daerah berkedudukan sejajar dan menjadi mitra dari Pemerintah daerah. Dalam kedudukannya sebagai Badan Legislatif Daerah DPRD bukan bagian dari Pemerintah Daerah". The positive implication of strengthening or empowering the Regional People's Representative Council (DPRD) according to Gaffar (2000:40), is that the Regional People's Representative Council is expected to be more active in capturing the aspirations that develop in the community, and then adopting them in various forms of public policy in the regions together with the Governor, Regent, and Mayor.

According to Pamudji, (2009:23) that the political process involves the community through representative institutions so that local government policies contained in regional regulations have a high level of accountability in the eyes of the community. So that with this fundamental change regarding the position of Regional People's Representative Council which is not part of the Regional Government, even has an equal position and becomes a partner of the Regional Government and this determines that Regional People's Representative Council has a very strong and equal position with executive power so that it can carry out its functions optimally and will have an impact on performance of Regional People's Representative Council members.

The performance of Regional People's Representative Council members must truly represent the aspirations of the community. Performance is a description of the level of achievement of the implementation of a policy in realizing the goals, objectives, mission, and vision of the organization contained in the strategic planning of an organization. The performance of the Donggala District Regional People's Representative Council members as a legislative institution in carrying out its function is to absorb the aspirations of the community which in reality is not in accordance with the performance that has been implemented. Of the many people's aspirations that came in, only a few could be implemented. In this case, the performance of the Donggala District Regional People's Representative Council members has not been optimal. The performance of Donggala District Regional People's Representative Council members is strongly influenced by several factors, namely motivation, level of education, and the leadership model of Donggala District Regional People's Representative Council members.

Work motivation in question is as an effort, strength and encouragement, both from within and from outside oneself that encourages a person to achieve certain predetermined goals. In other words, work motivation can be interpreted as a mental boost to individuals or people as group members in response to a task. Efforts to encourage the spirit of Donggala District Regional People's Representative Council members, need to pay attention to several factors where humans have thoughts, feelings, self-esteem, social status and other needs. In addition, humans also work, as social beings, humans also have several needs that need to be fulfilled, so they have the desire to try to fulfill their needs. The success of the organization is not only due to the fact that the organization already has members with good and high abilities, but is also influenced by the needs of the members themselves who encourage them to work using their full abilities. With these needs, there is a force that encourages members to exert all their abilities to fulfill these needs, which is called work motivation.

The level of education is a long-term process that uses a systematic and organized procedure, in which the managerial workforce learns conceptual and theoretical knowledge for general purposes (Mangkunegara, 2000). Hariandja (2002) states, a person's level of education can increase the organizational competitiveness and improve performance. By understanding his perfect scientific field and becoming a person of noble character, understanding, and usefulness. Therefore, formal and non-formal education can be seen as a form of investment. Every organization or legislative institution that wants to develop, must obtain education for its members. To get good performance requires a high educational background so that it can assist in completing tasks well and affect performance (Nuru, 2013).

The increase in the performance of Donggala District Regional People's Representative Council members is also influenced by the leadership model of each individual. Armed with the knowledge and skills possessed, it will make it easier for Donggala District Regional People's Representative Council members to solve problems and demands of community aspirations. The leadership model is an art or process to influence and direct others so that they can strive to achieve goals (Said, 2010).

The leadership model of the Donggala District Regional People's Representative Council tends to be oriented towards political interests and the managerial ability of Donggala District Regional People's Representative Council members has not been optimally provided so that it will have an impact on the low capacity in implementing Regional People's Representative Council functions.

Soeprihanto (2000:7) says that the performance or work performance of an employee is basically the result of an employee's work over a certain period of time compared to various possibilities. Simamora (1997:327) suggests that performance is an achievement of certain job

requirements which ultimately can be directly reflected. Furthermore, Byars in Natsir, S (2004) suggests that performance is defined as the result of a person's efforts that are achieved by the presence of abilities and actions in certain situations. Robbins (2009:232) explains that employee performance is a function of ability, motivation and opportunity. From this opinion, it can be defined that performance is the success of a person for the efforts that have been made with all his abilities in certain situations. Several factors that are considered important in a performance are quality, quantity, timeliness, effectiveness and independence.

Motivation means encouragement or driving force that is given specifically to subordinates. According to (Handoko, 1997) motivation is a condition in a person that encourages his desire to carry out certain activities in order to achieve a goal. Motivation is a work urge that arises in a person to achieve predetermined goals (Wahjosumidjo, 2012). According to Maslow's theory of motivation is called "A theory of human motivation". This theory means that a person behaves/works, because of the urge to fulfill his various needs. Maslow argues that the needs that a person wants are tiered, meaning that if the first needs have been met, then the second level needs will become the main and so on until the fifth level of needs. The theory of motivation developed by Maslow states that every human being consists of five levels or hierarchy of needs, namely physiological needs, security needs, social needs, recognition needs and self-actualization needs.

Education is defined as formal education that is achieved or obtained in school. Formal education taken is a very important capital because with education a person has the ability and can easily develop themselves in their field of work (Handoko, 2003). Mangkunegara, (2003) education level is a long-term process that uses a systematic and organized procedure, in which the managerial workforce learns conceptual and theoretical knowledge for general purposes. In other words, level is a separator between high and low positions because level can be said to be a separator between high ranks and lower ranks. Education is more than just teaching, because in reality education is a process in which a nation or state fosters or develops self-awareness among individuals, with this awareness, a nation or state can pass on cultural wealth or ideas to the next generation, so that it becomes an inspiration for future generations. them in every aspect of life. An important factor in the level of education is the level, suitability of majors and competencies.

In an organization the nature and leadership attitude of a leader to influence others is very decisive in achieving organizational goals. According to Tjiptono and Diana (2003:152) leadership is an abstract concept, but the results are real. Munir (2012: 183) leadership is an attempt to influence other people individually (interpersonal), through the communication process, to achieve something or several goals. According to Wibowo (2013:265) leadership is the ability of individuals to use their power to carry out the process of influencing, motivating and supporting businesses that enable others to contribute to the achievement of organizational goals. According to Uha (2013: 153) leadership is the ability and art of obtaining results through activities by influencing others in order to achieve predetermined goals. Furthermore, leadership is the ability to influence others in this case the subordinates so that they are willing and able to carry out certain activities even though they may not personally like it. Rivai and Mulyadi (2011:2) state that leadership broadly includes the process of influencing in determining organizational goals, motivating followers' behavior to achieve goals, influencing interpretations of followers' events, organizing and activities to achieve goals, maintaining cooperative relationships. and group work, gaining support and cooperation from people outside the group or organization. From the opinion orientation (Said in Ina Malik, 2021) it can be formulated indicators of the leadership model including discipline, high trust and good communication.

METHOD

Type of the research was a design that is used to determine and analyze the influence of the legislative function through motivation, education level and leadership model on the performance of Donggala District Regional People's Representative Council members. The population was all Donggala District Regional People's Representative Council members totaling 30 people. The sample selection used the saturated sampling method (census) by determining all the population.

The data used quantitative with primary data sources to obtain direct answers to the questionnaires submitted to respondents with a data scale using a Likert Scale with 5 categories of assessment weights. There are 4 variables studied, namely motivation (X1), education level (X2), leadership model (X3), and performance (Y). The data analysis technique used descriptive statistics with multiple regression methods. Before performing multiple regression testing, the regression test requirements must be met.

RESULT AND DISCUSSIONS

Respondents' criteria based on gender, it is known that Donggala District Regional People's Representative Council members are more dominant male as many as 26 and 4 women. This condition illustrates that at the local level, competition between political parties and between candidates is more stringent. One of them is the influence of the power of political parties which is not evenly distributed nationally and locally. The age of the respondents was dominated by the age of 49-59 years. The average length of time being a Regional People's Representative Council members is more than 5 years, this allows the community to believe in performance so that most Donggala District Regional People's Representative Council members are elected for 2 terms.

Based on the results of the classical assumption test, it is known that the One Sample Kolmogorov-Smirnov calculation is 0.168 which is greater than 0.05 so that the data is normally distributed. The results of the Multicollinearity test show that the Value Inflation Factor (VIF) is less than 10 so that there are no symptoms of multicollinearity. Based on the results of the Spearman's Rho test, it is known that the sig value is greater than 0.05, it can be concluded that the regression model does not have heteroscedasticity problems.

The results of the analysis of Multiple Linear Regression obtained the results of research from 30 respondents which can be seen from the calculation results as follows:

Table 1
Regression Coefficient

| Model | Unstandardized Coefficient | |
|-------------------|----------------------------|-----------|
| | B | Std.Error |
| (Constant) | -1.495 | 7.808 |
| Motivation | 0,363 | 0,152 |
| 1 Education Level | 0,008 | 0,058 |
| Leadership Model | 0,311 | 0,149 |

Source: output SPSS 25 (2021)

From the table above, the following regression equation is obtained:

$$Y = -1,495 + 0,363X_1 + 0,008X_2 + 0,311X_3$$

The constant value of -1.495 indicates that if there is no independent variable or the value of the independent variable is considered 0 then buying interest is -1.495. The value of the regression coefficient of motivation, education level, and leadership model shows that there is a positive influence on the performance of Donggala District Regional People's Representative Council members.

Table 2
Simultaneous F Test

| Model | Sum of squares | df | Mean Squares | F | Sig. |
|------------|----------------|----|--------------|--------|-------|
| Regression | 383,843 | 3 | 127,948 | 16,540 | 0,000 |
| 1 Residual | 201,123 | 26 | 7,736 | | |
| Total | 584,967 | 29 | | | |

Source: output SPSS 25 (2021)

The results of the analysis on the Simultaneous Test with a significant level of $0.000 < 0.05$, then H_0 is confirmed and H_1 is rejected. This means that the hypothesis stating that motivation, education level and leadership model simultaneously have a significant influence on the performance of Donggala District Regional People's Representative Council members can be confirmed or proven.

Table 3
Partial Test (t Test)

| Model | t | Sig. |
|------------------|--------|-------|
| (Constanta) | -0,191 | 0,850 |
| Motivation | 2,393 | 0,024 |
| Education Level | 0,147 | 0,885 |
| Leadership Model | 2,089 | 0,047 |

Source: output SPSS 25 (2021)

Based on table 3 above, it shows that motivation and leadership models have a significant level of less than 0.05. These results mean that the significant value is smaller than the significant level so that motivation and leadership model have a significant relationship. The education level shows a number greater than the significant level, so that the education level variable does not have a significant relationship.

Table 4
Correlation Coefficient and Determination Coefficient

| Model | R | R Square | Adjusted R Square | Std. Error of the estimate |
|-------|-------|----------|-------------------|----------------------------|
| 1 | 0,810 | 0,656 | 0,617 | 2,781 |

Source: output SPSS 25 (2021)

The relationship between the variables of Motivation, Education Level, and Leadership Model on the performance of Donggala District Regional People's Representative Council members resulted in a multiple correlation number of 0.810 or 81%. This means that the relationship of the independent variable to the dependent variable, namely the performance of Donggala District Regional People's Representative Council members shows a very close relationship. The coefficient of multiple determination of 0.617 or 61.7% indicates that the

performance variable of the Donggala District Regional People's Representative Council members can be explained by the ability of independent variables such as motivation, education level and leadership model. Meanwhile, 38.3% of the variation in the performance variable of the Donggala District Regional People's Representative Council members was caused by other factors originating from outside the variables studied.

Maslow argued that we cannot motivate a person's work without paying attention to what he needs. The physiological needs of Regional People's Representative Council members need to be improved in order to be able to adapt to the demands of advances in technology. By increasing this capability, it is hoped that work efficiency will increase, which means increased productivity. This sense of security can be fulfilled if people are free from all forms of threats, both physical and psychological and social. So that the Regional People's Representative Council members need a sense of security, including guarantees when carrying out their duties and work, guaranteed not to lose their jobs, guarantees for retirement benefits, health and accident insurance. If this sense of security is fulfilled, it will have an impact on increasing the performance of the Donggala District Regional People's Representative Council members. Where in groups, Regional People's Representative Council members can channel their feelings to fellow Regional People's Representative Council members or leaders and especially to the community as social beings. Regional People's Representative Council members get recognition and respect from their groups, this means that Regional People's Representative Council members have self-esteem in their group and their social status increases. So that if Regional People's Representative Council members have the will, ability and opportunity to excel in order to advance the Regional People's Representative Council institution, are able to develop themselves and have confidence in carrying out their duties and functions as people's representatives after receiving training, they will influence and ultimately be able to improve the performance of the Donggala District Regional People's Representative Council members.

The results of research conducted on 30 Donggala District Regional People's Representative Council members found that education level had no significant effect on performance. When referring to the research of Nuru (2013), Inna Malik (2021), the results of this study support their research. And in accordance with the operational definition in this study which states that education is an effort that is carried out systematically in realizing the work duties of Regional People's Representative Council members in developing their potential. If it is said that education will build performance, but from the results of this study on 30 Donggala District Regional People's Representative Council members, this is not the case with the existing theory, the article is that although education is an important part of a person, it is only part of the technical experience that shapes a person. attitudes and behavior as well as how to control emotional behavior in carrying out their authority as Regional People's Representative Council members. Moreover, education will not be a judge for themselves as Regional People's Representative Council members in advancing their careers as Regional People's Representative Council members because they think that everything is very educational but the level of education is only as self-introductions. Because the Regional People's Representative Council members are elected from regional areas where the voters think that the most important thing for them is how to maintain good relations and trust the constituents they represent. However, do not ignore the vision and mission of education, because being educated is to educate the nation's children and in providing education nationally and to become human beings who are knowledgeable and obedient to God Almighty.

If the Leadership Model is improved, it will improve the performance of the Donggala District Regional People's Representative Council members. This study supports the results of Inna Malik's (2021) research, namely the Regional People's Representative Council member

leadership model can and is able to more quickly understand the best solution to communicate the aspirations of the people to the government by implementing leadership communication between the legislature and the executive in this case the government. With participatory and persuasive leadership, each member will be able to provide good performance for each member Noviyanto et al, (2016). With diverse leadership models, Regional People's Representative Council members are more flexible in carrying out their main duties and functions. Because basically ability is a benchmark in improving effective and efficient work but requires commitment and self-confidence in carrying out work, Regional People's Representative Council members' performance in which performance is described by four factors becomes a benchmark of ability and transforms it as people's aspirations in public policy. , political policies and other policies, such as offering programs during campaigns, elections, simply get a lot of votes.

CONCLUSIONS

The conclusions in this study are as follows

1. The results of the simultaneous test of motivational variables, education level and leadership model proved to have a positive and significant effect on the performance of the Donggala District Regional People's Representative Council members.
2. The results of the partial test of the motivation variable have a positive and significant effect on the performance of the Donggala District Regional People's Representative Council members.
3. The results of the partial test of the education level variable have no significant effect on the performance of the Donggala District Regional People's Representative Council members.
4. The results of the partial test of the leadership model variable have a positive and significant effect on the performance of the Donggala District Regional People's Representative Council members.

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