Effect of Styles of Leadership to Motivation, Work Discipline and Personal Employees Performance Financial Manager and Regional Assets (BPKAD) Regency Konawe

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ABSTRACT

This study aims to determine: 1) the influence of leadership style on employee work motivation of Finance and Asset Management Board of Konawe Regency. 2) Influence style of leadership against performance of employees of the Regional Finance and Asset Management Board of Konawe Regency. 3) Influence leadership style to work discipline of staff of Financial Management Board and Regional Asset of Konawe Regency. 4) Influence motivation to the performance of employees of the Finance and Asset Management Board of Konawe District. 5) Influence discipline work against performance of employees of the Regional Finance and Asset Management Board of Konawe Regency.

The objective of this research is the performance of employees of the Regional Finance and Asset Management Board of Konawe Regency (BPKAD). The sample in this research is all employees of Financial and Regional Asset Management Board of Konawe Regency (BPKAD) of 69 people determined by census. Data collection in this research is using questionnaire. Data analysis method using Partial Least Square (PLS).

The results showed that: 1) Leadership style significantly influence the work motivation of employees of the Finance and Asset Management Board of Konawe Regency. 2) Leadership style have a significant effect on the performance of employees of Finance and Asset Management Board of Konawe Regency. 3) Leadership style have a significant effect on the discipline of employees of the Regional Finance and Asset Management Board of Konawe Regency. 4) Motivation has a significant effect on the performance of employees of Finance and Asset Management Board of Konawe Regency. 5) Work discipline has a significant effect on the performance of employees of the Regional Finance and Asset Management Board of Konawe Regency.

Keywords: Leadership Style, Motivation, Work Discipline, Performance.

PRELIMINARY

Human resources are central figures in the organization. In order for the management activities to work properly, the organization must have a knowledgeable and highly skilled staff and effort to manage the organization optimally so that the performance of employees increases. According Setiyawan and Waridin (2006) performance is the result or performance of employees who assessed in terms of quality and quantity based on work standards determined by the organization. Good performance is the optimal performance, that is, performance that conforms to the organization’s standards and supports the achievement of organizational goals. A good organization is an organization that seeks to improve the capability of its human resources, as it is a key factor for improving employee performance.

Assessment of performance in the context of human resource development is very important because this activity can improve leadership decisions and provide feedback to subordinates about their activities. Employee performance can be observed on indicators of work performance, skills and behavior (Sedarmayanti, 2013:377).

Employee performance is strongly influenced by various factors, among others, is the style of leadership factor. This is in line with the opinions expressed by Waridin and Guritno (2005) that a leader must apply a leadership style to manage his subordinates, because a leader will greatly affect the success of the organization in achieving its objectives. Leadership style is a way that a leader in influencing and directing employees to want to work in accordance with organizational goals. The style of leadership is observed through visionary style indicators, guiding, affiliate, and democratic styles (Goleman, Boyatzis and Mukee, 2005: 26).

Besides the style of leadership, other factors that affect performance are motivation. This is in line with the opinion expressed by Syamsi (2008: 58) that one of the important aspects in maintaining and ensuring the performance is how the leader is able to maintain and ensure work motivation through the fulfillment of the needs of his subordinates. Motivation is the encouragement given by the leadership to
employees in order to have a passion in carrying out their tasks and responsibilities observed in indicators of achievement, social needs and power needs (David Mc. Clelland in Sihotang, 2007: 251).

Work discipline is also one factor that can affect employee performance. This is in accordance with the opinion put forward by Setiyawan and Waridin (2006) that the discipline of work affects the performance of employees. Work discipline must be owned by every employee and should be cultivated among the employees in order to support the achievement of organizational goals because it is a manifestation of compliance with the rules of work and also as a self-responsibility to the organization. Work discipline is the obedience, sincerity, strength or firmness of attitudes and behavior, and obedience to any terms of agreement or agreement between the organization and its workers. Work discipline is observed from indicators of compliance with regulations, compliance with official orders, adherence to working hours, compliance in use and maintenance of office facilities, and work according to procedures (Discenza and Smith, in Timpe, 2005: 403).

The Regional Finance and Asset Management Board (BPKAD) of Konawe Regency is one of the government agencies in which there are 69 employees (staff) who are always expected to have optimal performance in carrying out the main tasks and responsibilities. Based on the results of prapenelitian that the authors do obtained information that the performance of employees at the Regional Finance and Asset Management Board (BPKAD) Konawe District has not been fully optimal. It can be known through aspects of work performance, skills and behavior.

The phenomenon that occurs on the aspect of work performance, among others, shows that there are still employees whose work is not in accordance with the expected leadership and organization, and the work of employees has not fully provide benefits to the organization. Furthermore, in the aspect of expertise has not been fully optimal in building cooperation on the tasks charged, and employees have not fully have the initiative in carrying out the tasks assigned to him. In the aspect of behavior is also not optimal which is marked by the lack of honest attitude of employees in carrying out the main task and authority, not maximal in carrying out the responsibilities assigned to him duties, as well as the lack of discipline in complying with the established working hours. This is evidenced by the attendance data of the last four months. Where in January 2014 the number of employees absent as many as 12 people (17.39%), in February as many as 15 people (21.74%), in March as many as 16 people (23.19%), and in April employees absent as many as 19 people (27.54%). The performance phenomenon, caused by factors of leadership style, motivation and work discipline.

The phenomenon associated with the leadership style of the leadership has not been fully optimal delegate task clearly to the employee, and has not fully developed his view in a transparent as the basis of decision-making to be achieved. Leadership has not been optimal in reinforcing organizational policies in providing office supplies, not providing the necessary resources for the smooth execution of tasks, and lacking guidance on work issues. In addition, the leadership has not given the maximum rewards to employees to improve performance, less friendly in approaching employees, and not maximal in delegating responsibilities to employees. Leaders are also not optimal to do pekatekatan on various issues with an open mind with employees, not maximally receive input in determining the policy, and not yet maximally develop team work.

Furthermore, the phenomenon associated with motivation is also not optimal that seen in the leadership less increase the desire of employees to work productively, not controlling employees to always work productively, and less direct employees in work. On the other hand, the leadership has not maximized the movement of employees to work maximally, giving less opportunity to employees to develop their work creativity.

The phenomenon of employee discipline indicates that there are still employees who are less obedient in carrying out basic tasks, functions and authority. Employees are less obedient in performing duties, lack of obedience to obeying office hours, and there are still employees who leave the office before the hour of departure. However, it still needs to be investigated further.

In relation to this matter, the authors are interested in conducting research entitled Influence of Leadership Style against Motivation, Work Discipline and Performance of Employees of Regional Finance and Asset Management Board (BPKAD) of Konawe Regency.
RESEARCH METHODS
1. Research design
   The design of this study is associativist (cause - effect) research. According to Sugiyono (2008: 11) associativist research is research that aims to determine the influence between two or more variables by way of examining the causal relationships among these variables. In this case the influence of leadership style, motivation, and work discipline on employee performance.

2. Object and Time Research
   The object of this research is the performance of employees of the Financial and Regional Asset Management Board (BPKAD) Konawe District. The time of execution of the research until the exam is closed for 3 months starting from June to August 2014 with the following stages: preparation of proposals, the seminar proposal, repair / revision proposal, permit the research, drafting instruments, penguji cobaan instruments, field data collection, processing / data analysis, preparation of research reports, implementation of results seminars, improvement of research reports, and the last is the presentation of the report (thesis exam).

3. Population and Sample
   The population in this research is all employees of Finance and Asset Management Board of Konawe Regency counted 69 people. The sample is determined by using the census / total sampling method with the consideration that the number can be reached by the researcher because the respondent is not spread in some places. With so, then the sample of this study as many as 69 people.

4. Research Instruments
   Instruments in this study using closed questionnaires arranged in structuring to get information about leadership style, motivation and work discipline of the respondents.

5. Data collection technique
   Data collection technique in this research is using questionnaire. Next test the validity and reliability of data by using computer program / SPSS).
   a. Validity test
      Test validity is the degree of accuracy between the actual data occurred on the object of research with data that can be reported by researchers. The criterion used for the validity test is if the value of \( r_{xy} \geq 0.30 \) or \( \text{sig} < 0.05 \) is valid. Conversely, if the value of \( r_{xy} < 0.30 \) or \( \text{sig} \geq 0.05 \) is declared invalid (Sugiyono, 2008).
   b. Test reliability
      The reliability test is a measure that shows the consistency of the questionnaire in observing the same symptoms on another occasion. Reliability test is based on the provision that if the cronbach alpha value \( \geq 0.60 \) then said reliable otherwise if the value of alpha cronbach \(< 0.60 \) then it is said inreliabe (Santosa and Ashari, 2005).

6. Operational Definitions I Variable
   Operational definition is an operational explanation of each variable under study along with its measurement indicators. Thus, the operational definition of each variable as follows:
   1. The style of dreaming is a way in which a leader of the Regional Finance and Asset Management Board of Konawe Regency influences and directs employees to work in accordance with organizational goals that can be observed from indicators of visionary style, counselor styles, affiliative styles, and democratic styles.
      a. Visionary style namely the responses of respondents to the style of leadership Regional Finance and Asset Management Board of Konawe Regency in mobilizing people towards shared dreams.
      b. Guiding style namely the responses of respondents to the style of leadership Regional Finance and Asset Management Board of Konawe Regency in connecting what one wants with the goals or objectives oraganisasi.
      c. F iliatif a style that respondents to the leadership style Regional Finance and Asset Management Board of Konawe Regency in creating harmony relationships by connecting people.
      d. Democratic style is the response of respondents to style of leadership Regional Finance and Asset Management Board of Konawe Regency in appreciating input from those who are led and gaining commitment through participation.
2. Motivation of work is a boost given to employees of the Finance and Asset Management Board of Konawe District to work well observed through indicators: achievement needs, social and power needs.
   a. Needs achievement is the response of respondents to the desire to achieve maximum results.
   b. Social needs are the responses of respondents to the desire to social relationships with others.
   c. The need for power is the response of respondents to the desire to dominate the market.

3. Work discipline is the obedience of employees of the Regional Finance and Asset Management Board of Konawe Regency to the agreed provisions observed through indicators compliance with regulations, compliance with official orders, compliance to working hours, compliance with the use and maintenance of office facilities and always work according to procedures.
   a. Obedience to the rules is obedient exercise of authority
   b. Compliance with official orders is obedient carry out official duties
   c. Attachment to working hours is to obey the hours of entry and return of kantor
   d. Compliance in the use and maintenance of office facilities is to maintain cleanliness, and maintain office equipment.
   e. Work according to procedure is to run work procedures, and maintain the quality of work.

4. Performance employee is the work achieved by the staff of the Regional Finance and Asset Management Board of Konawe Regency in carrying out its duties and responsibilities observed from indicators: work performance, expertise and behavior.
   a. Job performance is the assessment of leadership of the work of respondents both in quality and quantity.
   b. Expertise is the leader’s assessment of the technical capabilities possessed by the respondent in carrying out the tasks assigned to him.
   c. Behavior is attitudes and behavior of respondents who are attached to him and carried in carrying out his duties.

7. Data Analysis Method
   a. Descriptive statistics
      To conduct an assessment of leadership style, motivation, work discipline, and employee performance then made the category of assessment by first calculating the interval as follows:

      | No | Average Answer Score | Leadershipstyle | Motivation | Work discipline | Employee performance |
      |----|-----------------------|-----------------|------------|-----------------|---------------------|
      | 1  | 1.00 - 1.79           | Not very good   | Very low   | Very undisciplined | Not very good       |
      | 2  | 1.80 - 2.59           | Not good        | Very low   | Undisciplined    | Not good            |
      | 3  | 2.60 - 3.39           | Not good        | Low        | Less discipline  | Not good            |
      | 4  | 3.40 - 4.19           | Good            | High       | Discipline       | Good                |
      | 5  | 4.20 - 5.00           | Very good       | Very high  | Very disciplined | Very good           |

   b. Partial Least Square Analysis (PLS).
      Data analysis methods used to determine the effect among the variables of this study is Partial Least Square (PLS) analysis. Completed using computer program (PLS Smart version 1.8).
RESEARCH RESULT AND DISCUSSION

Research result

Table 5.9. Test Result Linearity Assumption

<table>
<thead>
<tr>
<th>Relationship Between Variables</th>
<th>Linearity Testing</th>
</tr>
</thead>
<tbody>
<tr>
<td>R²</td>
<td>F</td>
</tr>
<tr>
<td>Leadership Style (X₁) → Work motivation (X₂)</td>
<td>0.894</td>
</tr>
<tr>
<td>Leadership Style (X₁) → Performance (Y)</td>
<td>0.894</td>
</tr>
<tr>
<td>Leadership Style (X₁) → Work discipline (X₃)</td>
<td>0.873</td>
</tr>
<tr>
<td>Work motivation (X₂) → Performance (Y)</td>
<td>0.910</td>
</tr>
<tr>
<td>Work discipline (X₃) → Performance (Y)</td>
<td>0.926</td>
</tr>
</tbody>
</table>

Source: Appendix 7.

Table 5.18. Coefficient of Direct Effect Line and Hypothesis Testing

<table>
<thead>
<tr>
<th>Hypothesis</th>
<th>Relationship between Variables</th>
<th>Path Coefficient</th>
<th>T-Statistic</th>
<th>p-value</th>
<th>Results</th>
</tr>
</thead>
<tbody>
<tr>
<td>H1</td>
<td>Leadership style (X₁) → Motivation (X₂)</td>
<td>0.944</td>
<td>56.873</td>
<td>0.000</td>
<td>Sig</td>
</tr>
<tr>
<td>H2</td>
<td>Leadership style (X₁) → Performance (Y)</td>
<td>0.393</td>
<td>4.036</td>
<td>0.000</td>
<td>Sig</td>
</tr>
<tr>
<td>H3</td>
<td>Leadership style (X₁) → Work discipline (X₃)</td>
<td>0.940</td>
<td>64.474</td>
<td>0.000</td>
<td>Sig</td>
</tr>
<tr>
<td>H4</td>
<td>Motivation (X₂) → Performance (Y)</td>
<td>0.212</td>
<td>2.831</td>
<td>0.000</td>
<td>Sig</td>
</tr>
<tr>
<td>H5</td>
<td>Work discipline (X₃) → Performance (Y)</td>
<td>0.392</td>
<td>4.315</td>
<td>0.000</td>
<td>Sig</td>
</tr>
</tbody>
</table>

Source: PLS Processed Results, Year 2014 (Appendix 8)

Discussion

1. The Influence of Leadership Style Against Work Motivation Employees

The result of this research shows that leadership style has a significant effect on work motivation of employees of Finance and Asset Management Board of Konawe Regency. That is, the style of leadership perceived from the visionary style, the counselor's style, the affiliative style, and the democratic style can improve the work motivation of the staff of the Regional Finance and Asset Management Board of Konawe Regency implemented through achievement needs, social needs and the need for power.

This is because descriptively the visionary style is the best indicator in the implementation according to the perception of respondents. Nevertheless, visionaries are viewed as weak in shaping leadership styles because the estimated value of outer loading is smaller when compared to other indicators. This means that the leadership has not been optimal in delegating tasks to employees, has not been fully able to emphasize the results and objectives of the organization, and leadership has not been optimal in developing their views in a transparent as the basis of decision making to be achieved. In relation to this, the policy that can be done is that the leader delegates clearly to the employee, the leader emphasizes the organization's results and objectives, and the leader develops his views in decision making.

Empirical facts also prove that the democratic style is also considered good in the implementation according to the perception of respondents. This means that leaders do pekatekatan in various issues with an open mind with employees, receive input in determining the policy, as well as leader’s b ekerja active with individuals or groups. In addition, democratic indicators are also seen as strong in shaping style of leadership.

Guiding style in the implementation is also good according to the perception of respondents. This is supported by the data analysis that shows the estimated value at the outer loading indicator guiding is seen most strongly in forming leadership style, where the estimation of outer loading indicators is the greatest among other indicators. This means that the leadership determines and reinforces the organization's policy in providing office supplies, the leadership provides the necessary resources especially related to the smooth process of the execution of the task, and the leadership provides direction for work problems related to the efficiency and effectiveness of the task implementation.

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Assessment of respondents to the implementation of affiliative styles is not fully optimally reflected in the leadership style that is not fully rewarding employees to improve their work performance, not yet being friendly in approaching employees for the smooth administration task, and not yet delegating responsibilities to the employees. Therefore, in order to improve affiliative to a better direction then the leadership should reward employees, be friendly with employees for smooth administration duties, and leaders always delegate responsibility to employees. But empirical facts show gyaya affiliative is considered strong in shaping style of leadership.

The implications of implementing a good leadership style is to improve employee work motivation that is implemented in increasing the need for achievement, social and power. Which in terms of employee performance needs always have a desire to do work with a high degree of difficulty, like situations where achievement is caused by the business itself and not by other factors, and want more feedback on success in work. In addition, employees can influence others, can guide and encourage others to excel in carrying out the work. However, social needs are not yet fully optimized in their implementation, which is reflected in the employee's attitude of not being able to fully harmonize relationships with other people, lack of willingness to be liked by others, not yet able to spend time to greet and not yet fully able to build relationship with other people. Therefore, to increase the social needs so that can be done is the employee to establish a harmonious relationship with others, willing to be liked by others, take the time to greet and maintain relationships with others.

The results of this study are in line with the opinions expressed by Wabyudini (2005: 118) and Dale Timpe (2001: 181) that leadership style has a relationship of influence with work motivation.

In addition, the results of this study support empirical research conducted by Suhandi (2009) and Setyawati, et al (2013) that leadership style has a significant effect on employee work motivation.

2. Effect of Leadership Style on Employee Performance

The results showed that leadership style have a significant effect on the performance of employees of Finance and Asset Management Board of Konawe Regency. This means that the better the leadership style perceived through visionary style indicators, counselors, affiliate, and democratic styles, the better the performance of employees Regional Finance and Asset Management Board of Konawe Regency.

Based on the results of the assessment respondents note that the visionary is the best indicator in the implementation. This means that the leadership delegates clearly to the employee, the leader emphasizes the organization's goals and objectives, and the leader develops his views in a transparent manner as the basis for the decision to be achieved. Nevertheless, the visionary style is considered weak in shaping the leadership style because the estimated outer loading value is smaller when compared to other indicators. This means that the leadership has not been optimal in delegating tasks to employees, has not been fully able to emphasize the results and objectives of the organization, and leadership has not been optimal in developing their views in a transparent as the basis of decision making to be achieved. In relation to this, the policy that can be done is that the leader delegates clearly to the employee, the leader emphasizes the organization's results and objectives, and the leader develops his views in decision making.

Democratic style is considered good in its implementation according to respondent's perception. This means that leaders do approach in various issues with an open mind with employees, leaders receive input in determining policy, as well as leaders work actively with individuals or groups. Empirical facts indicating a democratic indicator is also seen as strong in shaping style of leadership. This means that the leader is able to perform approach various issues with an open mind along with employees, accepts input in determining policies, and work actively with individuals or groups.

Guiding style in the implementation is also good according to the perception of respondents. This is supported by the data analysis that shows the estimated value at the outer loading indicator guiding is seen most strongly in forming leadership style, where the estimation of outer loading indicators is the greatest among other indicators. This means that the leadership determines and reinforces the organization's policy in providing office supplies, the leadership provides the necessary resources especially related to the smooth process of the execution of the task, and the leadership provides direction for work problems related to the efficiency and effectiveness of the task implementation.

Assessment of respondents to the implementation of affiliate styles is not fully optimally reflected in the leadership style that is not fully rewarding employees to improve their work performance, not yet being friendly in approaching employees for the smooth administration task, and not yet delegating responsibilities to the employees. Therefore, in order to improve affiliate to a better direction then the leadership should reward employees, be friendly with employees for smooth administration duties, and leaders always delegate responsibilities to employees. But empirical facts show style affiliate is considered strong in shaping style of leadership. This means that the leaders give awards to employees to improve performance, leadership is
friendly in approaching employees for the smooth administration task, and the leadership delegate responsibilities to employees.

The implications of leadership style conditions on employee performance are on improving job performance, skills and behavior improvement. Which side of the work performance reflects the results of work obtained by employees in accordance with the expected quality of leadership, in accordance with organizational goals, and the work of employees to benefit the organization? In addition, employees always be honest in carrying out the work, responsible for the tasks assigned to him, as well as discipline with the hours worked. However, the skills indicator is not yet fully optimized in its implementation which is reflected in the employee's ability that is not fully able to cooperate and communicate well in the execution of tasks, and lack of employee's initiative to perform the tasks assigned to them. In this regard, to improve the skill of employees that can be done is the employee to cooperate and good communication in the implementation of tasks, and have the initiative in carrying out the tasks assigned to him.

The results of this study are in line with the opinions expressed by Waridin and Guritno (2005), and the views of Tampubolon (2007) that the factors of leadership also affect the performance.

In addition, the results of this study support the empirical research conducted by Jonathan and Mulikat (2010), Veronika (2011), Yuanita Destia (2011), Riyanto Sujudi (2007), Regina Aditya (2010), Sitti Hadijah (2008), and Basuki Sri Rahayu (2010). The seven studies found that leadership style had a significant effect on performance.

3. The Influence of Leadership Style on Employee Working Disciplines

The results showed that leadership style have a significant effect on the discipline of employees of the Regional Finance and Asset Management Board of Konawe Regency. This means that the better the leadership style perceived through visionary style indicators, counselors, affiliate, and democratic style, the better the discipline of employee work The Regional Finance and Asset Management Board of Konawe Regency which is perceived in compliance with the regulations, compliance with official orders, the attachment to working hours, compliance in the use / maintenance of office facilities, and always work according to procedures.

Based on the results of respondents' assessment on the variables of work discipline, it is known that the indicators of obedience to working hours is the best indicator in the implementation. However, empirical facts show that the observance of working hours is considered weak in forming the work discipline because the estimated value of outer loading is smaller when compared with other indicators. This means that employees have not fully obeyed the hours of entry and exit office. In relation to this, the policy that can be done is the employee to obey office hours, always be in the room during office hours, and not leave the office before the hours back home.

In the indicators of compliance with regulations are also considered good in the implementation according to the perception of respondents. Proven with value estimated outer loading shows compliance with regulations is also seen as strong in shaping discipline work. Meaning that obedient employees carry out basic tasks, functions and authority.

Related to compliance in the use / maintenance of office facilities are also perceived both by the respondent. This is supported by the outer loading value estimate is also seen as a strong indicator in shaping discipline work. This means that employees always maintain the cleanliness of office buildings, maintain office facilities well, and be careful when using equipment. Subsequently, compliance with official orders was also well perceived by the respondents. This is supported by the outer loading use values estimated that demonstrate compliance with official orders deemed powerful in shaping discipline work. This means that employees are obedient in carrying out official duties, obedient to command and ban of leadership.

Assessment of respondents to work according to the procedure is not fully optimally reflected in the discipline of employees that is not fully able to comply with the work procedures that have been set, employees have not fully work according to work guidelines to avoid accidents in the work, and not yet fully able to maintain the quality of the work. In this regard, to improve the discipline of employee work, what needs to be done is to obey the established work procedures, work according to work guidelines to avoid accidents in the work, and maintain the quality of the work.

However, empirical facts indicate that indicators working according to procedures are considered important in forming work discipline variables. The estimated value of outer loading on the indicator works according to the greatest procedure among other indicators which means that the employee is always obey the established work procedures, always work according to work guidelines to avoid accidents in the work, and can maintain the quality of the work.
The implications of these conditions against the disciplined work is on good adherence to regulations, adherence to command limited, loyalty against working hours, compliance in the use/maintenance means the Office, as well as working in accordance the procedure. Which of the sides of the adherence to the hours of work, employees have always kept the hours entered the Office, always been indoors during office hours, and did not leave the Office before going home. Side further adherence to the regulations of employees abiding duty staple, obey and obey, execute a function run the authority.

Related to compliance in the use/maintenance means the Office, employees maintain the cleanliness in the Office, the means of keeping the Office properly, as well as being cautious while using Office equipment. Later, adherence to command limited, officials dutifully carry out limited, obediently on command and prohibition leader. However, it works according the procedure has not been fully optimized which cannot yet fully reflected in adhering to the established work procedures, employees are not yet fully working according the guidelines of the work in order to avoid accidents in the work, as well as not yet fully able to maintain the quality of the work. With respect to the foregoing, then to increase employee work discipline, then needs to be done is adhering to the established work procedures, working according the working guidelines to avoid an accident on the job, as well as maintaining the quality the results of the work.

The results of this research in line with the opinions expressed by Padhazur and, according to Kerlinger (1987) and Siagian (2004:82) that leadership style has influence with the working discipline.

In addition, the results of this research support empirical research conducted by Grace Hasbullah (2010) influential leadership style that significantly to the discipline of work.

1. The influence of the Motivation against Employee Performance

The results showed that a significant effect on performance motivation employees Financial and assets Management District Wowoni island. This means that the better employee motivation in the work, then the better employee performance Management for finance and assets perceived Wowoni Island County Area through the work achievement, skills and behavior.

In the descriptive results of appraisal of the respondents against variable indicator showed that motivation needs most is an indicator of achievement both in its implementation. It is supported by price estimation outer loading indicators of achievement needs also is seen in the form of motivation. That is, the employees have always had the desire to work with a high degree of difficulty, like the situation where achievement is caused by ourselves and not by other factors, as well as wanting the existence of feedback more on success in work.

The need for power is also considered good in practice according to the perception of the respondent. It is supported by a value estimate on outer loading in mind that indicators of the need for power is seen most important or powerful in shaping the motivational variable this is caused because the value estimation of the loading indicator on the outer most notable among the other indicators. This means that the employees can influence people, can guide and encourage others to Excel in performing the work.

Nevertheless, the social needs has not been fully optimized in its execution. Empirical facts also show that social needs are seen weak price because estimation of motivation in forming outer loading smaller when compared with the other indicators. This means that the employee has not been fully able to establish harmonious relationships with others, a lack of desire to favored employees of others, has not been fully able to take the time to say hello and employees has not been fully able to build relationships relationship with other people. In connection with this policy, then that can be done is an employee of a harmonious relationship with others, eager to be liked someone else, can take the time to say hello to everyone else, as well as fostering the relationship of hospitality with other people.

The implications of motivation to the improved performance reflected on the achievements of the repair work, the improvement of skills and behaviors. Which side of the work achievement reflects the existence of the acquired employees work in accordance with the expected quality of leadership, in accordance with the objectives of the Organization, and the work of employees provides benefits for the organization. In addition, employees are always being honest in carrying out the work, responsible for the duties charged to him, as well as discipline by the established working hours. However, indicators of expertise not fully optimal in its implementation which is reflected on the ability of an employee that is not yet fully able to cooperate and communicate well in the execution of the task, as well as the lack of initiatives for employees perform the duties charged to him. With respect to the foregoing, then to increase the expertise of the employees that can be done is the employee doing a good communication and cooperation in the implementation of tasks, as well as having the initiative in conducting duty charged him.

The results of this research in line with the opinions expressed by Gibson in Srimulyo (200 9:92), Syamsi (200 8:58), and the opinion of Samir (200 8:78) that motivation affect performance.
In addition, the results of this research support empirical research conducted by Susan and Gakure (2012), Veronika (2011), Yuanita Destia (2011), Arwana Sujudi (2007), Regina Aditya (2010), of Sitti Hadijah (2008), Sri Rahayu Basuki (2010). Seven of these studies found that the motivation of a significant effect on performance.

4. The influence of the Discipline of Work on Performance Clerk

The results showed that significant influential work discipline on performance clerk Financial and assets Management District Wowoni Island. This means that the better working disciplines perceived through adherence to regulations, adherence to command obedience against limited, working hours, compliance in the use/maintenance means the Office, and always works according the procedure, then the better employee performance Management for finance and assets perceived Wowoni Island County Area through the work achievement, skills and behavior.

Based on the results of the assessment of the respondent's about variable performance suggests that the indicators of achievement of employment is an indicator of the most good in practice. Nevertheless, the fact its work achievement seen weak in shaping performance because the value estimation outer loading smaller when compared with the other indicators. This means that the results of the work obtained employees not fully in accordance with the expected quality of the leadership, is not fully in accordance with the objectives of the Organization and employee performance results have not been fullest benefit for the Organization. In connection with this policy, then that can be done to improve the working towards the achievement of a better work results are obtained by employees in accordance with the expected quality of leadership, in accordance with the objectives of the Organization and the results employee performance can provide benefits to the organization.

Behavior is also considered good in practice according to the perception of the respondent. It is supported by empirical facts which showed strong indicators of behavior also is seen in the form of performance. This means that employees are always being honest in carrying out the work, responsible for the duties charged to him, as well as discipline by the established working hours.

Perceived expertise not fully optimal in its implementation which is reflected on the ability of an employee that is not yet fully able to cooperate and communicate well in the execution of the task, as well as the lack of employee initiatives to implement tasks charged to him. With respect to the foregoing, then to increase the expertise of the employees that can be done is the employee doing a good communication and cooperation in the implementation of tasks, as well as having the initiative in carrying out the duties charged to him. Nevertheless, these indicators are seen important or powerful in reflect performance caused by variable value estimation of the indicator on the outer loading greatest among other indicators.

The implications of a good working discipline in performance is to improve job performance, enhancement of skills and behavior. Which side of the job performance reflects the results obtained by an employee working in accordance with the expected quality of the leadership, in accordance with the objectives of the organization, and the work of employee benefits for the organization? In addition, employees are being honest in performing the work, is responsible for the tasks assigned to them, as well as the discipline of working hours has been determined. But so, indicators not yet fully optimal expertise in implementation are reflected in the ability an employee that is not yet fully able to cooperate and communicate well in the execution of the task, as well as the lack of employee initiatives to carry out the task laid upon him. With respect to the foregoing, then to increase the expertise of the employees that can be done is the employee doing a good communication and cooperation in the implementation of tasks, as well as having the initiative in carrying out the duties charged to him.

The results are consistent with the views expressed by Nitisemito Setiyawan (2008), and Waridin (2006), Gibson (2007:52), and Alexander (2005:125) that the discipline of work experience has been influenced the performance of employees.

In addition, the results of this study support the empirical research conducted by Veronika (2011), Yuanita Destia (2011), Arwana Sujudi (2007), as well as research Regina Aditya (2010) found that discipline influential work on the performance.

CONCLUSIONS AND RECOMMENDATIONS

Conclusion

1. Leadership style significantly influence employee motivation Financial Management Board and Asset Konawe.
2. Leadership styles have a significant effect on employee performance Financial Management Board and Asset Konawe.

Suggestion
Leaders should further improve the application of force especially in terms of affiliative leadership by giving awards to employees, being friendly to the employees for the smooth administration tasks, as well as leaders always delegate responsibility to employees.

1. In order to further enhance employee motivation to work especially in terms of motivation based on social needs in a manner harmonious relationships with others, eager to be liked someone else, can take the time to greet others, and developing friendship relations with other people.
2. The need for improving employee discipline related to the work according to the procedure through adherence to work procedures have been established, working within the guidelines of work to prevent accidents at work, as well as employees always maintain the quality of his work.
3. Employees should further improve its performance, especially regarding membership by means of cooperation and communication in the implementation of the tasks, and have the initiative in carrying out the tasks assigned to them.
4. For other researchers, in order to develop this research on other aspects beyond the style of leadership, motivation and discipline that affects the performance of employees, such as working climate, work facilities, promotional opportunities, and incentives.

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