INFLUENCE OF MOTIVATION AND STAFF MANAGERIAL ACTIVITIES ON THE PERFORMANCE LEADER STAFF OFFICE DINAS PEKERJAAN UMUM KABUPATEN SAMPANG

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The prime leader function is to direct the employees toward their daily assignment particularly to get the performance wish for. The research within "Influence of Motivation And Staff Managerial Activities on The Performance Leader Staff Office Dinas Pekerjaan Umum Kabupaten Sampang". Subsequent to analysis as untied in the discourse section, can be fetched the conlude. The basically, motivation and leader manajerial activity that established such admittance, duty, rensponsibility, chance to advance, emotion intelligence, social intelligence, and learn ability in the circle. The Office of Dinas Pekerjaan Umum as observed by calculatinh result is good. To based on infencial statistic analysis result, in fact, all variables: admitance $(X1)$, job itself $(X2)$, responsibility $(X3)$, chance to advance $(X4)$, emotion intelligence $(X5)$, social intelligence $(X6)$, and learning ability $(X7)$; either along with or parcial have a significan effect toward employee performance in the Office of Dinas Pekerjaan Umum Kabupaten Sampang, either by empiric or teoritic said that the variable of admitance $(X1)$, job itself$(X2)$, responsibility $(X3)$, chance to advance $(X4)$, emotional intelligence $(X5)$, social intelligence $(X6)$, and learning ability $(X7)$ to become factor that can improve the employee performance. Even though in the research, existed the other variable outside the research such work circle, insentive, and partner.

Keynotes:
Emotional Inteligence, Social Inteligence

INTRODUCTION

Preface

Human Resource has an importan role in productivity improvement partocularly in global competitive circle recently. Certain in this case is needed strength strategy for organitation in particular how to perceive a change that run fastly and sustained. As Dessler (2001) argue that needed a strategy that increasingly to depends on an issue how to reinforce a perceptivement of organitation and establishing work team that has a loyality and put human resource into a central role.

Effort to motivate employees to be able to cooperate with humanity needed emphasis to create a pleasureble work environments. Included are: satisfy allowances, harmonious relationship between employees, the attitude of attention to his subordinate leaders, addressing the importance of employees as individuals. All that will motivate employees to work harder and ultimately can affect the performance.

According Yulk (2006) that: the ability and skills of a person who held the position of leadership in work units are very influence behavior of others, especially subordinates to think and act through a positive attitude can have a positive impact also in the achievement of organizational goals. So far, according to Ruslan (2001) when viewed in terms of quality of city employees in an office environment public works Sampang district is very poor. If the current general government established a policy Zero Growth Policy in the field of

employment, but Dinas Pekerjaan Umum Kabupaten Sampang just the opposite. Such conditions would give that to realize the professionalism of the service can not be separated from problems of work quality human resources as the main actors in achieving its objectives.

The above issues demonstrate that the magnitude of the role of a leader in the process of achieving organizational goals, so hopefully have the ability to lead, motivate, direct, develop, and communicating with subordinates.

Problem formulation.

With the above background prmasalahan then some problems can be formulated as follows:

1. whether the variables of motivation and activity manejerial simultaneously and partially leaders have significant influence on the performance of the Public Works Department employee?
2. Among the variables of motivation and managerial activities Which leader has a dominant influence on the performance of the Public Works Department employee?

Objective.

To be achieved from the research is: 1). To know the level of managerial activity variables motivation and leader simultaneously and partially on the performance of the Office of the Public Works Department employees in the district of Sampang. 2). To determine which variables among the variables of motivation and managerial activities Which leader has a dominant influence on the performance of the Public Works Department employee?

Conceptual framework of research.

Previous research.

1. Nugraheni Great Goddess (2004) who studied the effect of extrinsic motivation on performance intrinsil and nursing paramedics have a significant relationship between the two motivation factors with the performance.
2. Dwi Ermayanti (2004) who studied the influence of motivation factor on the work performance of employees in the Office of Unit II Surabaya Perhutani office positively correlated.
3. Sari Hutora Budayawaty (2002), examines the influence of leadership and motivation of the employees work performance of Bappeda Kabupaten Kota Kartanegara results together have a significant effect of leadership and motivation of the employees work performance.

Platform Theory

Many theories of motivation that can become a cornerstone in this research include: Robbins (2001) says that motivation is the willingness to make high effort towards achievement of organizational goals, conditioned by the ability of an effort to meet individual needs. Efforts will be defined that can come from individuals could also be from the group because both these factors have the strength in the process of doing the effort. A. Maslow in Gibson (2003: 154) there are 5 levels of human needs in accordance with human needs from time to time, while the 5 levels are as follows: 1) .. physiological needs, 2). The need for security, 3). Social needs, 4) .. Award requirements, 5). Self-actualization needs.

Herzberg in his book, Gibson (2003) theory is known as the theory of 2 factors (Factrors Two Theories), which consists of: 1). Saftisfiers Factor and 2). Dosssatisfeirs. Or known as motivational factors that lead to employment means if there are such factors (achievement,

received an award, the responsibilities of work and so on) an employee will be motivated. While dissatisfaiers factor is a factor that can not lead to job motivation (salaries, working conditions, relationships with co-workers, domestic life and security of person). .

The theory of motivation that have a close relationship with the problem of leadership is the ERG Alderfer, where this theory can be divided into 3 groups: Existency, Relation Needs and Growth. Where everyone has basically three groups that need.

Others who support the theory of motivation is the motivation of David McClelland's theory, which theory says that humans basically have the ability to excel far beyond the capacity of others. This theory is also divided into 3 groups: 1). Needs of Power, 2). Needs of Affliation, 3). Needs of Achievement. Mc Clalland assumes that every human being has three basic needs that every human being has the need for power, social needs, live in groups with others and excel or exceed the needs of others in the group.

Managerial activities of the leader.
Management functions as is known many people who are: planning, organizing, directing and controlling the use of both human and financial resources in order to achieve the goal. Schermerhorn (2001) states that the duty of a day-to-day manager includes several roles that must be done well. Impersonal role of a manager involves interaction with parties outside the company. Informational role involves giving, receiving and analyzing information. Besides, the main role is the role of decision-making regarding the use of any 'information in decision-making process to solve existing problems. These include the role of leaders to seek opportunities in the future.

Role and Activity Leaders.
The role of the leader according to Luthan at all (2002) is as: regulator Vision, motivator, analyzer, mastery of the job. These roles are the basis of their concern in relation to the three dimensions of corporate performance. The result is that the leader in high behavioral complexity can be a double player, rivaling those roles for generating high performance. Especially by complying with business performance (growth and innovation) and organizational effectiveness. More recent studies have identified the role of executive senior as mobilisai, large data, drivers, auditor and servants. The result is a top level executive has no difference in ratings oraganisasi executive at the state and private.
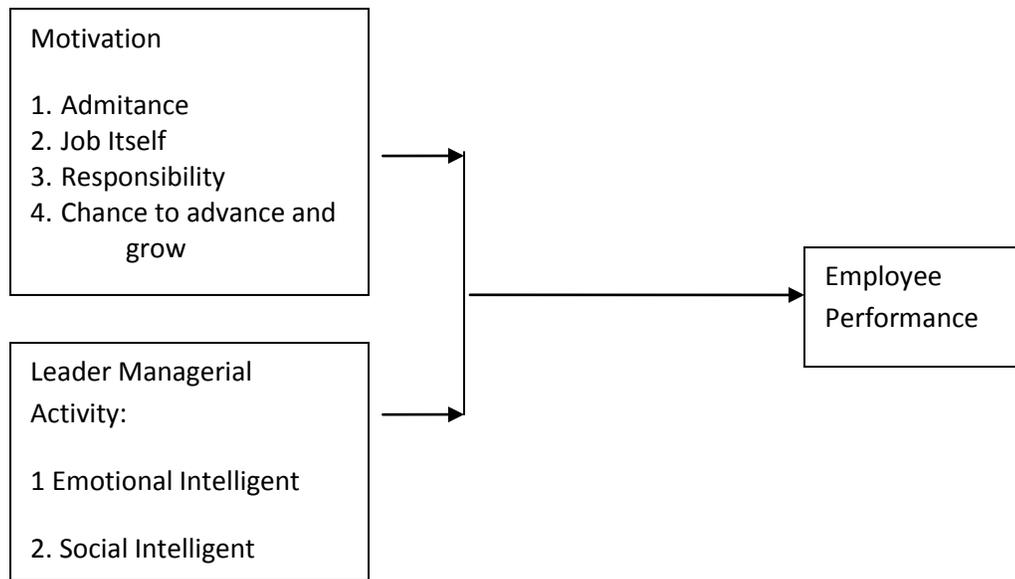
Activities effective leader.
According to G Yulk (2001:236) has identified that the most important attributes of effective leaders are: emotional intelligence, social intelligence and metacognition. Emotional intelligence consists of several interrelated components skills. Self-awareness is the understanding of mood and emotion of a leader how to change over time and its implications on the performance of tasks and interpersonal relationships. Socially perceptive nature is the ability to understand the functional needs of the relevant issues and opportunities for a group or organiasi the characteristics, social relations and collective process that will strengthen or limit efforts to influence the group or organization. A leader who has high social perspective to understand what must be done in order to create a group or organization more effective. Argyrism (1999) says that one of the most important competencies Untk successful leader in a situation that changed is the ability to learn and adapt to change.

Employee Performance.
Hasibuan in Sujak (2003) says that performance is a result of a work that achieved in carrying out the duties charged to him that based on skills, experience and sincerity as well ..

next time As'ad in Agustina (2002) argued that a person's performance is measure the extent of one's success in performing his job duties. There are 3 factors that affect performance are: 1). Individuals (ability to work). 2). Work effort (willingness to work). 3). Organizational support (the chance to work). This means that performance can be seen how a person at work carrying out their duties, all of which can be supported by self-reliance, creativity, commitment, responsibility and self-confidence of individuals in work.

Conceptual framework of research.

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┌─────────────────────────┐
│ Motivation              │
│                         │
│ 1. Admitance            │
│ 2. Job Itself           │──────┐
│ 3. Responsibility       │      │
│ 4. Chance to advance and│      │        ┌──────────────┐
│        grow             │      │────────│ Employee     │
└─────────────────────────┘      │        │ Performance  │
                                 │        └──────────────┘
┌─────────────────────────┐      │
│ Leader Managerial       │      │
│ Activity:               │──────┘
│                         │
│ 1 Emotional Intelligent │
│                         │
│ 2. Social Intelligent   │
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Research methodology.

Population and Sample.
Population in this research is all employees in the Office of the Public Works Department Sampang regency group III level, because the total number of only 87 people then automatically also a sample. The employee can be detailed as follows: 1). Class III / A of 17 people. 2). Class III / B of 39 people. 3). Class III / C as many as 28 people. 4). Class III / D of 13 people.

Sources and Types of Data.
Data used in the study of internal data, ie data obtained from the research object is the Office of the Public Works Department Sampang regency. Besides, in this research using primary and secondary, where primary data obtained by distributing a questionnaire to 87 people but that kmbali only 81 respondents. While the secondary data obtained from the Public Works Department office documentation Sampang regency.

Variable Identification and Research.

This study has two important variables which beba variabl (motivation and managerial activities of the leader) and the dependent variables (employee performance).

The independent variables of motivation consists of:

1). Recognition,
2). Work Itself.
3). Responsibility
5). Opportunities for Advancement and Grows

While pmimpin managerial activity consists of:

1). Emotional Intelligence.
2). Social Intelligence.
3). Ability to Learn.

Validity and Reliability Testing Instruments.

Validity according to Sugiono (2001) research results are valid if there are similarities between the data collected with the actual data on the object being studied. New Instruyen have said is valid if the correlation coefficient of each item has a value> 0.3 in $\infty = 0.05$ is reliability index indicating the extent of a measuring instrument can be trusted or relied upon. To determine whether the measure was reabel or not tested with Alpha Combach. Data Analysis. There are two groups of data analysis techniques used in this research is descriptive statistical analysis techniques and inferential statistical analysis techniques.

Analysis of descriptive statistics.

This analysis aims to describe karakreristik used our research, respondents who researched and distribuís items of each variable, with usuran diskriptifnya is giving good numbers in the number of respondents as well as in percentage figures.

Statistical Analysis Infrensial.

To determine the effect of two or more free variables against dependent variables jointly used multiple regression analysis with humus as follows:

$$Y = \beta_0 + \beta_1 X_1 + \beta_2 X_2 + \beta_3 X_3 + \beta_4 x_4 \dots \dots \dots \dots \dots + B_7 X_7 + e$$

Where β_0 = Intercept; β_1 β_2, β_3, β_4, ... β_7 = coefficient of each variable-free; X1, X2, X3, X4 .... X7 = independent variable, Y is the dependent variable, e = kesalahanatau bullies.

RESULTS AND DISCUSSION

Results of analysis using multiple regression analysis where there is influence between the independent variable (X) and dependent variables simultaneously can be viewed as follows:

Table 1 Results of Tests with Multiple Regression

Variabel	B	Beta	T	Sig t	Ex.
Konstanta	-3,639		-5,698	0,000	
X1	0,519	0,413	5,229	0,000	Signifikan
X2	0,289	0,164	2,451	0,018	Signifikan
X3	0,258	0,149	2,102	0,039	Signifikan
X4	0,229	0,131	2,038	0,045	Signifikan
X5	0,149	0,152	2,170	0,035	Signifikan
X6	0,240	0,135	2,127	0,037	Signifikan
X7	0,218	0,142	2,029	0,048	Signifikan

T tabel = 1,998
R = 0,896
R Square = 0,803
Adjusted R Square = 0,782
F hitung = 36,394
Sig F = 0,000
F tabel = 3,302

The application of the regression equation is as follows.
Y = -3.639 +0.519 X1 + 0.289 X2 + 0.258 X3 + X4 + .149 X5 0,0,229 + 0.240 +0.218 X6 X7

Based on the results of regression calculations as indicated in the table above found that the F count amounted to 36.395 (significant F = 0.000) so F count> F table (35.395> 3.302). This means that together the variables X1 (recognition), the job itself (X2), responsibility (X3) and the opportunity to go forward (X4). Managerial activity leaders, namely: emotional intelligence (x5), social intelligence (X6) and the ability to learn (X7) significantly affects Y.
The correlation or relationship between variables recognition (X1), the job itself (X2), responsibility (X3) and the opportunity to go forward (X4). Managerial activity leaders, namely: emotional intelligence (x5), social intelligence (X6) and the ability to learn (X7) jointly affect employee performance (Y) can be viewed on the value of multiple correlation (R), which was (0.896). By looking at the correlation it can be said that the high level of correlation.
Recognition of the contribution of variable (X1), the work itself (X2), responsibility (X3) and the opportunity to go forward (X4). Managerial activity leaders, namely: emotional intelligence (x5), social intelligence (X6) and the ability to learn (X7) to employee performance (Y). Periode shown by the adjusted R Square is equal to 0, 782. this means that the employee kinrja variable (Y) of 78.2% is influenced by the work itself (X2), responsibility (X3) and the opportunity to go forward (X4). Managerial activity leaders, namely: emotional intelligence (x5), social intelligence (X6) and the ability to learn (X7), while the rest equal to 21.8% are influenced by variables beyond the seven variables.
Results Effect of Variables in Regression Analysis (X) against terkat variable (Y) partially ..
In parcial magnitude pengaru free variable (X) consisting of: the work itself (X2), responsibility (X3) and the opportunity to go forward (X4). Managerial activity leaders, namely: emotional intelligence (x5), social intelligence (X6) and the ability to learn (X7), each can be seen in the following table:

Table 2: Influence and Kontribuasi Variables (X) Depending on variable (Y) By Parcial.

Variable	T count	T table	Sig.t	r	R	Contribution %
X1	5,231	1,999	0,000	0,798	0,6391	63,82
X2	2,449		0,015	0,562	0,3137	31,37
X3	2,102		0,041	0,636	0,4031	40,31
X4	2,038		0,045	0,498	0,2491	24,92
X5	2,172		0,034	0,533	0,2841	28,41
X6	2,124		0,038	0,414	0,1705	17,08
X7	2,028		0,048	0,605	0,3615	36,14

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Description of analysis results are hádala as follows:
1. Recognition of the influence variable (X1) on the performance of employees.
   Table 2 shows that the variable X1 has a value of 5.231 with T calculate the probability of 0.000 karen t count> t table (5.231> 1.999) or Sig t <5% (0.000 <0.05), the partial variable X1 significant effect on variable (y)
2. Effect of Variable Work itself (X2), Employee performance
   Table 2 shows that the variable X2 has a value of 2.449 with T calculate a probability of 0.015 for T count> t table (2.449> 1.999) or Sig t <5% (0.015 <0.05), the partial variable X2 significant effect on variable (y).
3. Variable Pengaru Responsibility (X3) on the performance of employees
   Table 2 shows that the variable X3 has a value of T calculate equal with a probability of 0.041 for T count> t table (2.102> 1.999) or Sig t <5% (0.041 <0.05), the partial variable X3 significant effect on the variables (y)
4. Variable Pengaru Opportunities for advanced (X4) on the performance of employees
   Table 2 shows that the variable has a value of T X4 calculate equal with a probability of 0.045 for T count> t table (2.030> 1.999) or Sig t <5% (0.045 <0.05), the partial variable X4 significant effect on the variables (y)
5. Variable Pengaru Emotional Intelligence (X5) on the performance of employees
   Table 2 shows that the variable has a value of T X5 calculate equal with a probability of 0.034 for T count> t table (2.172> 1.999) or Sig t <5% (0.034 <0.05), the partial variable X5 significant effect on the variables (y)
6. Variable Pengaru Social Intelligence (X6) on the performance of employees
   Table 2 shows that the variable has a value of T X6 calculate equal with a probability of 0.038 for T count> t table (2.124> 1.999) or Sig t <5% (0.038 <0.05), the partial variable X6 significant effect on the variables (y)
7. Variable Pengaru Ability to Learn (X7) on the performance Pegawa
   Table 2 shows that the variable X1 has a value of i T count
   . with a probability of 0.048 for T count> t table (2.028> 1.999) or Sig t <5% (0.048 <0.05), the partial variable X7 significant effect on the variable (y)

Discussion.

Based on the results of this research is that the variable recognition, work itself, responsibility, opportunity to go forward, emotional intelligence, social intelligence and learning ability. See table 1, test the simultaneous recognition of variable (X1), the job itself (X2), responsibility (X3), the opportunity to go forward (X4), emotional intelligence (X5), social intelligence (X6) and learning ability (X7) to employee performance (Y). obtained a

multiple correlation coefficient (R) of 0.896 and detrminasinya coefficient value (adjusted R2) of 0.782. the results of this analysis support the theory theory Yul Gery (2003) that the activity of an effective leader have an influence on the performance of employees of a company.

Based on the results of the frequency distribution in Table 2 can be seen that for the recognition of variable (X1) in the Office of the Public Works Department Sampang regency seen from the results mean for the variable is 3.98, this means that the average respondent has become a basic recognition that can enhance employee performance .. based on calculation that the job itself variable (X2) has a positive influence on employee performance that can be seen from the value, if sig t δ <α, then reject Ho. Because the sig t (0.015) <α (0.05), then Ho is rejected. This means that there is sufficient evidence to implement the work itself that free variables significant effect on employee performance. When viewed from the partial coefficient of determination 0.3137 means that 31.37% change in employee performance due to the change of variable work itself.

Responsibility variable (X3) significantly affects employee performance, this suggests that human setap if given the responsibility in carrying out their duties will give a spirit towards improving performance. Of all respondents are 87 people mostly say when given the full responsibility they will be more enthusiastic in performing their duties. (X4) has a positive and significant impact on staff performance (Y) with a view of significant t (δ) <α means that Ho is rejected because the sig t (0,045) <α (0.05), then Ho is rejected, meaning that variabel.

Variable chance to get ahead (X4) has a positive and significant impact on staff performance (Y) with a view of significant t (δ) <α means that Ho is rejected because the sig t (0,045) <α (0.05), then Ho is rejected, the means that the variable has a significant opportunity to advance the performance of employees .. seen from the partial coefficient of determination of 0.4031 means that 40.31% change in employee performance disebakan because variables opportunity to go forward. Emotional intelligence variables (X5) has a positive and significant impact on staff performance (Y) with a view of significant t (δ) <α means that Ho is rejected because the sig t (0,034) <α (0.05), then Ho is rejected, meaning that emotional intelligence variables significantly influence employee performance seen from the partial coefficient of 0.2841 means that 28.41% employee performance change due to the variable of emotional intelligence. This means that if the leaders do not often angry and can regulate their emotions, if any problems and can even guide the performance of employees will be increased by 28.41%.

Variable social intelligence (X6) had positive and significant impact on staff performance (Y) with a view of significant t (δ) <α means that Ho is rejected because the sig t (0.038) <α (0.05), then Ho is rejected, meaning that social intelligence variables significantly influence employee performance seen from the partial coefficient of 0.1705 means that 17.05% employee performance change due to the variable of emotional intelligence. This means that if the leader, the better the relationship between leaders and subordinates will pempunyai significant effect on employee performance of 17.05%.

Learning ability variable (X7) has a positive and significant impact on staff performance (Y) with a view of significant t (δ) <α means that Ho is rejected because the sig t (0.048) <α (0.05), then Ho is rejected, meaning that social intelligence variables significantly influence employee performance seen from the partial coefficient of 0.3615 means that 36.15% employee performance change due to the variable of emotional intelligence. This means that if the leader, the better the relationship between leaders and subordinates will pempunyai significant effect on employee performance of 36.15%. Managerial activity leader is a factor that is a unity that can not be integral in achieving the desired performance in an agency or company.

Conclusions and Suggestions

Conclusion.
After doing the analysis as described in chapter discussion, it can be taken to a conclusion:
1. Basically, motivation and managerial activities which consist of a variable leader recognition, work itself, responsibility, opportunity to go forward, emotional intelligence, social intelligence and learning environment of the Office of the Public Works Department as seen from the results of a calculation in pemhasan is good.
2. Based on statistical analysis infensial, in fact all admission variables (X1), Work Itself (, X2), Responsibility (X3), Opportunity for Advancement or Grow (X4), Keserdasan Emotional (X5), Social Intelligence (X6), Capability Learning (X7), either jointly or partially have a significant influence on the performance of employees in the Office of the District Public Works Department. Sampang.
3. although by empirical or theoretical dikatan that varialbel recognition (X1), Work Itself (, X2), Responsibility (X3), Opportunity for Advancement or Grow (X4), Keserdasan Emotional (X5), Social Intelligence (X6), Learning Ability (X7) was a factor that can improve employee performance, but the research done there are still other variables outside of this research, such as work environment, incentives and coworkers.

Suggestions.
1. For further researchers could develop his research because of the influence of time or a different object will get different results or even penabahan variables so as to increase the perfection of his findings.
2. Considering the variable contribution of motivation and leadership to the performance of managerial activities pengawai big enough, needs to be maintained even a period to be developed so that employee performance can bebe improved.
3. Considering the variables X1, X3 and X4 to provide the greatest contribution to employee performance can be maintained if ditingkan whereas other variables such as X2, X5, X6, X7 must be improved so that later could provide an increased konsibusi to employee performance.

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