

The Influence of Women's Leadership Style and Work Motivation on the Performance of Police Personnel in the Legal Work Unit of the West Sumatra Regional Police Force

Mutiara Fadhiilah*, Hasbullah Malau
Universitas Negeri Padang

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*Correspondence: Mutiara Fadhiilah

Email: mutiarafadhiilah642@gmail.com

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Abstract: This study aims to analyze the Effect of Style Leadership and Work Motivation on the Performance of Police Personnel in the Legal Division work unit of the West Sumatra Regional Police. The method used in this research is a quantitative method with a descriptive approach, the research sample is 26 personnel of the Legal Division of the West Sumatra Regional Police. Data analysis was carried out using instrument tests through SPSS Version 29 for windows software to check the validity and reliability of the data. The results of data analysis show that the variable female leadership style does not have a significant effect on personnel performance, this is evidenced by the results of the hypothesis test obtained a significance value of $0.468 > 0.05$ and $t_{count} 0.739 \leq t_{tabel} 2.064$. The results of this study also show that work motivation variables have a significant effect on personnel performance with a significance value of $0.001 < 0.05$ and $t_{count} 4.223 \geq t_{tabel} 2.064$. Through the simultaneous hypothesis test (f test), it shows that the female leadership style and work motivation have an effect on personnel performance with a significance value of Sig $0.001 < 0.05$ and the value of $f_{count} 10.159 > f_{tabel} 3.420$.

Keywords: *Female Leadership Style, Work Motivation, Personnel Performance*

Introduction

Women's leadership is associated with traits and behaviors that are unique to women (Pratomo & Arifin, 2020). Consistent with the findings of Alfrida et.al investigation (2022) stated that women's leadership style is synonymous with softness and emotional nature. In this era of globalization, women have served as leaders in both the defense and protection sectors, one of which is the Head of the Legal Division at the West Sumatra Regional Police. Carrying out the duties of the Legal Division in accordance with Perpol No. 14/2018 which is led by the Head of Kabidkum by using an effective leadership style (Akpaprep et al., 2019). But in reality there are still obstacles in Kabidkum's leadership style, seen from one of the phenomena of women's leadership style in the West Sumatera Regional Police Legal

Division, namely leaders who have a high emotional nature when working. As well as the lack of response given by leaders to subordinates, this can be seen from personnel who go home not according to the work schedule without any reprimand given (Kadiyono et al., 2020).

In addition to leadership style, work motivation is something that can affect the performance of personnel at Bidkum Polda West Sumatera as stated according to Sanaba et al. (2022), one of the key elements in raising performance is work motivation. Based on the results of observations, it shows that there are still personnel who protest when given the task of making legal opinions and suggestions (PSH) (Wen et al., 2019), this can be seen that the lack of work enthusiasm of personnel because they still do not want to carry out what has become their duty. And based on the results of the interview, it shows that the encouragement of the individual self and others in providing motivation is still weak, this can be seen from the number of Bidkum Polda West Sumatera personnel as many as 27 people, only 4 people continued their police inspector school. There are 2 personnel continuing police school in 2023 and in 2024 there are also 2 personnel continuing school, this shows that work motivation at Bidkum Polda West Sumatera is still weakly provided by leaders to improve personnel performance (Purwanto et al., 2020).

The performance of Bidkum Polda West Sumatera personnel can be seen from the work carried out by personnel during Kabidkum's tenure has decreased from the past few years. This can be seen in Legal Aid Activities from 2017 to 2020 experienced a significant increase, especially from 2019 to 2020 with 30 cases. Meanwhile, the performance of Bidkum personnel from 2020 to 2023 has decreased (Ratnasari et al., 2019). For this reason, a leader who applies an ideal leadership style is needed in overcoming existing problems and to raise employee performance, efforts must be made (Basalamah, 2021).

Methodology

This study, which is one of several that attempts to characterize methodically, use quantitative methodologies and a descriptive approach. 26 members of the West Sumatra Regional Police's Legal Division served as the research sample (Arif et al., 2019), and the questionnaire used by the researchers to collect the data was delivered to them. The Likert Scale will be used to rate the statements in the survey (Sugiyono, 2019). To verify the accuracy and dependability of the data, instrument testing was used in conjunction with SPSS Version 29 for

windows software for data analysis. When utilizing the Multiple Linear Regression, Heteroscedasticity, Multicollinearity, and Normality tests (Purba & Sudibjo, 2020).

Result and Discussion

Validity Test

Table 1. Results of Validity Testing of Leadership Style Variables (X1)

Statement	r_{count}	r_{table}	Description
X1.1	0,44	0,388	Valid
X1.2	0,441	0,388	Valid
X1.3	0,641	0,388	Valid
X1.4	0,648	0,388	Valid
X1.5	0,468	0,388	Valid
X1.6	0,414	0,388	Valid
X1.7	0,676	0,388	Valid
X1.8	0,497	0,388	Valid
X1.9	0,416	0,388	Valid
X1.10	0,537	0,388	Valid
X1.11	0,478	0,388	Valid
X1.12	0,438	0,388	Valid
X1.13	0,479	0,388	Valid
X1.14	0,498	0,388	Valid
X1.15	0,552	0,388	Valid
X1.16	0,389	0,388	Valid

Source: Primary data processed with SPSS 29, 2024

Table 1 above, it is known that the validity test results show that the r_{count} value of the variable indicator is greater than the r value of 0.388. This shows that all items on the Female Leadership Style variable (X1) are declared valid for use as a variable measuring instrument.

Table 2. Results of Validity Testing of Work Motivation Variables (X2)

Statement	r_{count}	r_{table}	Description
X2.1	0,541	0,388	Valid
X2.2	0,581	0,388	Valid
X2.3	0,515	0,388	Valid
X2.4	0,5	0,388	Valid
X2.5	0,511	0,388	Valid
X2.6	0,612	0,388	Valid
X2.7	0,484	0,388	Valid
X2.8	0,511	0,388	Valid
X2.9	0,484	0,388	Valid
X2.10	0,492	0,388	Valid
X2.11	0,526	0,388	Valid
X2.12	0,404	0,388	Valid
X2.13	0,502	0,388	Valid
X2.14	0,409	0,388	Valid
X2.15	0,396	0,388	Valid
X2.16	0,552	0,388	Valid
X2.17	0,406	0,388	Valid
X2.18	0,465	0,388	Valid
X2.19	0,421	0,388	Valid
X2.20	0,443	0,388	Valid
X2.21	0,42	0,388	Valid
X2.22	0,429	0,388	Valid
X2.23	0,506	0,388	Valid
X2.24	0,465	0,388	Valid
X2.25	0,459	0,388	Valid
X2.26	0,536	0,388	Valid
X2.27	0,468	0,388	Valid
X2.28	0,458	0,388	Valid
X2.29	0,446	0,388	Valid
X2.30	0,52	0,388	Valid
X2.31	0,457	0,388	Valid
X2.32	0,489	0,388	Valid

Source: Primary data processed with SPSS 29, 2024

Table 2 above, it is known that the validity test results show that the r_{count} value of the variable indicator is greater than the r_{table} of 0.388. This shows that all items on the Work Motivation variable (X2) are declared valid for use as variable measuring instruments (Shafi et al., 2020).

Table 3. Results of Validity Testing of Personnel Performance Variables (Y)

Statement	r_{count}	r_{table}	Description
Y1	0,459	0,388	Valid
Y2	0,531	0,388	Valid
Y3	0,498	0,388	Valid
Y4	0,435	0,388	Valid
Y5	0,452	0,388	Valid
Y6	0,484	0,388	Valid
Y7	0,496	0,388	Valid
Y8	0,403	0,388	Valid
Y9	0,438	0,388	Valid
Y10	0,426	0,388	Valid
Y11	0,547	0,388	Valid
Y12	0,495	0,388	Valid

Source: Primary data processed with SPSS 29, 2024

Table 3 above, it is known that the validity test results show that the r_{count} value of the variable indicator is greater than the r_{table} of 0.388. This shows that all items on the Personnel Performance variable (Y) are declared valid for use as a variable measuring instrument (Belrhiti et al., 2020).

Reliability Test

The variables indicators are deemed reliable or trustworthy as a means of assessing variables when the Cronbach's Alpha values is more than 0,6, which is the result of the reliability.

Table 4. Reliability Test Results

Variable	Cronbach's Alpha	Reliability Standard	Description
Gaya Kepemimpinan Perempuan (X1)	0,731	0,6	Reliable
Motivasi Kerja (X2)	0,738	0,6	Reliable
Kinerja Personil (Y)	0,711	0,6	Reliable

Source: Primary data processed with SPSS 29, 2024

Table 4 above shows that all variables had Cronbach's Alpha values more than 0,6, indicating the reliability of the indicators employed for the variables of Female Leadership Style (X1), Work Motivation (X2), and Personnel Performance (Y)(Ouakouak et al., 2020).

Classical Assumption Exam

The classic assumption tests include the multicollinearity, linearity, heteroscedasticity, and normality tests. These tests are helpful in data analysis to ascertain how the independent variable in this study affects the dependent variable(Khan et al., 2020).

Test of Normalcy

The purpose of the normality test is to ascertain if the residual distributions of the independent and dependent variables in the regression model are both normal, employing the P-Plot analysis approach to test for normality(Purwanto et al., 2019).

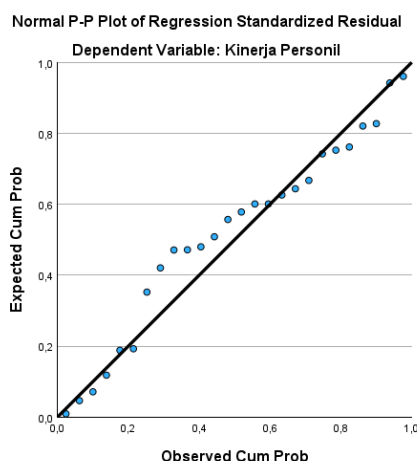


Figure 1 P-P Plot Normality Test

Source: Primary data processed with SPSS 29, 2024

From Figure 1 above, it can be seen that the line of dots is not far from the diagonal line, this indicates that the data in this study is normally distributed.

Test if Multicollinearity

To determine if the regression model identified a correlation between independent variables, the multicollinearity test is used. The Variance Inflation Factor (VIF) value and the Tolerance value are used in this test. Multicollinearity is absent if VIF is less than 10 and the tolerance value is greater than 0,1.

Table 5. Multicollinearity Test

		Coefficients^a					
		Unstandardized Coefficients		Standardized Coefficients			Collinearity Statistics
Model		B	Std. Error	Beta	t	Sig.	Tolerance VIF
1	(Constant)	18,709	8,557		2,186	,039	
	Gaya Kepemimpinan Perempuan	,073	,099	,114	,739	,468	,963 1,038
	Motivasi Kerja	,216	,051	,654	4,223	<,001	,963 1,038

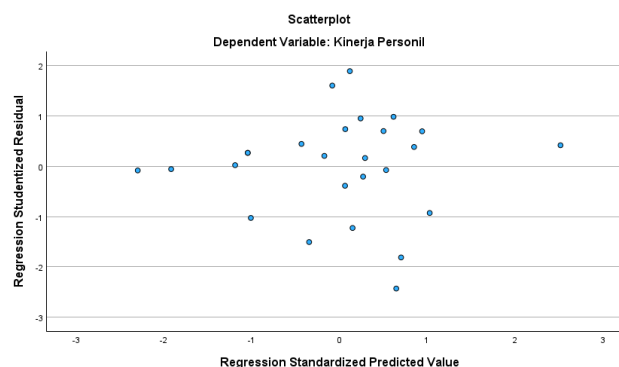
a. Dependent Variable: Kinerja Personil

Source: Primary data processed with SPSS 29, 2024

Table 5 above reveals that the work motivation (x2) and female leadership style (x1) variables have VIF (Variance Inflation Factor) values of $1,038 < 10$. This suggests that the independent variables in the regression model are not multicollinear.

Heteroscedasticity Test

The purpose of the heteroscedasticity test is to determine whether the variance of one residual is different from that of another observation. A heteroscedasticity graph between the prognostic value of the dependent variable and the independent variable can be used to assess the presence or absence of heteroscedasticity symptoms.



Source: Primary data processed with SPSS 29, 2024

Figure 2 Heteroscedasticity Test

The scatterplot graph above shows that the points do not create a regular pattern and instead spread haphazardly above and below the number 0 and the Y axis. We can conclude that the regression model does not contain heteroscedasticity.

Test of Hypotheses

Test for Partial Hypothesis (t test)

This test was used to assess the degree to which Work Motivation (X2) and Female Leadership Style (X1) influenced Personnel Performance (Y). When the threshold is less than or equal to 0,05. H_a is rejected while H_0 is approved. Conversely, if Sig value $< 0,05$ or $t_{hitung} > t_{tabel}$, then H_a is approved and H_0 denied (Mahaputra & Saputra, 2021).

Table 6. Partial Hypothesis Test (T Test)

		Coefficients^a			
		Unstandardized Coefficients		Standardized Coefficients	
Model		B	Std. Error	Beta	t
1	(Constant)	18,709	8,557		2,186
	Gaya Kepemimpinan Perempuan	,073	,099	,114	,739
	Motivasi Kerja	,216	,051	,654	4,223

a. Dependent Variable: Kinerja Personil

Source: Primary data processed with SPSS 29, 2024

Table 6 indicates that the t_{count} is $0.739 \leq t_{tabel} 2.064$ and the Sig value for the female leadership style is $0.468 > 0.05$, indicating that H_0 is accepted and H_a is rejected. Thus, it can be said that none of the factors pertaining to women's leadership style (X1) significantly affects the performance of police personnel (Y) in the legal department of the West Sumatra Regional Police.

Work motivation is known to have a Sig value of $0.001 < 0.05$ and a t_{count} of $4.223 \geq t_{tabel} 2.064$, indicating that H_a is accepted and H_0 is rejected. Thus, it can be said that, in the West Sumatra Regional Police Legal Division work unit, there is a strong influence of the Work Motivation (X2) variable on the Performance of Police Personnel (Y)

Simultaneous Hypothesis Test (Test f)

The purpose of the f test is to ascertain if the independent variables have an effect on the dependent variable concurrently or not. When Sig value is less than 0.05 or f_{count} exceeds f_{tabel} , H_a is approved and H_0 is denied. Conversely, if Sig value ≥ 0.05 or $f_{count} < f_{tabel}$, then H_a is rejected and H_0 is approved.

Table 7. Simultaneous Hypothesis Test (F Test)

ANOVA^a						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	153,211	2	76,605	10,159	<,001 ^b
	Residual	173,443	23	7,541		
	Total	326,654	25			

a. Dependent Variable: Kinerja Personil

b. Predictors: (Constant), Motivasi Kerja, Gaya Kepemimpinan Perempuan

Source: Primary data processed with SPSS 29, 2024

Table 7 indicates that H_a is approved and H_o is denied, with the Sig value being $0.001 < 0.05$ and the fcount value being $10.159 > f_{table} 3.420$. Thus, the performance of police personnel (Y) in the West Sumatra Regional Police Legal Division work unit is found to be significantly influenced by both the variables of Women's Leadership Style (X1) and Work Motivation (X2) at the same time.

Discussion

1. Influence of Female Leadership Style Variables on Employee Performance

The findings demonstrated that the performance of police officers in the Legal Division work unit of the West Sumatra Regional Police was not significantly impacted by the variable of women's leadership style. This is supported by the findings of the persial hypothesis test, which showed that H_o is accepted and H_a is rejected with a thitung value of $0.739 \leq Table 2.064$ and a result of $0.468 > 0.05$. Previous research (Hendri et al., 2021) supports this study, demonstrating that staff performance at Roy Sentoso Collection is not significantly impacted by leadership style. Furthermore, the outcomes of this investigation align with the findings of Aziz et al.'s (2022) research, which indicates that the leadership style variable has no discernible impact on the performance of teachers.

2. Work Motivation Factors' Impact on Employee Performance

The findings demonstrated that police officers' performance in the West Sumatra Regional Police Legal Division work unit is significantly impacted by their level of work motivation. The findings of several linear regression calculations, which yielded a coefficient value (b_2) of 0.216, provide proof for this. Furthermore, it can be observed from the results of the persial hypothesis test that H_a is accepted and H_o is rejected with a result of $0.001 < 0.05$ and a value of thitung $4.223 \geq t_{table} 2.064$. Previous research by Perkasa et al. (2020) supports this study by demonstrating that employee performance at PT ISS Indonesia is significantly impacted by job motivation.

3. Work Motivation and Female Leadership Style variables' effects on Employee Performance.

The findings demonstrated that the work motivation and leadership style of women both significantly impacted the performance of police officers in the West Sumatra Regional Police Legal Division work unit. This is supported by the simultaneous hypothesis test results, which showed that H_a is accepted and H_o is rejected with a result of $0.001 < 0.05$ and a f_{count} value of $10.159 > f_{tabel} 3.420$. This demonstrates how the work motivation and female leadership style factors can affect police personnel's performance in the West Sumatra Regional Police Legal Division work unit. Previous studies by Alfrida et al. (2022) provide support for this research by demonstrating how women's leadership styles and job motivation impact employee performance simultaneously.

Conclusion

The following research conclusions can be made in light of the findings of a study conducted on the impact of women's work motivation and leadership style on the performance of police officers in the bidkum working unit of the West Sumatra Police. The study's discussion was conducted using SPSS.

In the West Sumatra Regional Police's Legal Work Unit, the performance of police officers is not significantly impacted by the leadership style of women.

The performance of police officers in the West Sumatra Regional Police's Legal Work Unit is significantly impacted by their work motivation.

Police personnel's performance in the legal work unit of the West Sumatra Regional Police is significantly impacted by women's leadership styles and work motivation.

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