

Analysis of Factors on the Performance of the Central Leadership Council of the Indonesian Women's Empowerment Forum (DPP-FPPI)

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Abstract

This study aims to determine the effect of participatory leadership style, work environment and job satisfaction on the performance of DPP FPPI. The research method uses multiple regression analysis with SPSS 26 software. This study aims to measure the performance for 4 years of Community Institutions, which have branches in 34 provinces in Indonesia, from Aceh to Papua. Leaders are needed, namely people who achieve results through others, including team members or subordinates. In connection with that, it is the obligation of every leader for his subordinates to excel so as to improve their performance. The factors studied are Leadership Style (X1) Work Environment (X2) Job Satisfaction (X3) and Performance (Y). The research method uses Quantitative, by providing a questionnaire with a Likert scale. The sample of this research is a Saturated sample, namely all administrators in the Central Board of Directors. The results show that there is an influence between participative leadership style on employee performance with an influence value of 0.075. Then there is an influence between the work environment on employee performance with an influence value of 0.543. Then there is an influence between job satisfaction on employee performance with an influence value of 0.491. Then together there is an influence between participative leadership style, non-physical work environment, and job satisfaction on employee performance with an f count value of 14.5. It can be suggested because DPP FPPI is a non-profit institution so that the Human Resources who manage are not paid. Therefore, Leadership Style factors greatly determine the results of performance achievements. The Work Environment must also be made conducive and comfortable. Then Job satisfaction must also be increased so that performance increases. All factors studied make a significant contribution to performance.

Keywords

Participative Leadership Style, Work Environment, Job Satisfaction, Employee Performance