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"Entrepreneurship on Global Economics Development in the Era of Society 5.0"

The Effect of Leadership Behavior And Leader's Trust on Employee Performance at Aceh Social Services**Febyolla Presilawati^{1*}, Nuzulman¹, Aldi Haviz¹, M. Dharma Nauval¹**¹Universitas Muhammadiyah Aceh

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***Email:** febyollaraviq.fr@gmail.com**ABSTRACT**

Determine the effect of leadership behavior and leader trust on employee performance at Aceh Social Service. Using Quantitative Methods. The number of samples was 58 respondents. Research data were collected through questionnaires and documentation studies. Hypothesis testing using multiple linear regression analysis, F-test and t-test is intended to determine simultaneously and partially the effect of the independent variable on the dependent variable at the 95% confidence level ($\alpha = 0.05$). The results of the study based on the simultaneous test showed that the variables of Leadership Behavior and Leader Trust had a significant effect on employee performance at Aceh Social Service. While partially, the leadership behavior variable has a significant effect on employee performance at Aceh Social Service. Leader trust has a significant effect on employee performance at Aceh Social Service. The most dominant variable that has a significant effect on employee performance at Aceh Social Service, namely Leadership Behavior.

Keywords: Leadership Behavior, Social Services

Proceeding Medan International Conference Economics and Business

Volume 1, Year 2023

"Entrepreneurship on Global Economics Development in the Era of Society 5.0"**INTRODUCTION**

An organization in carrying out its activities will always deal with humans as dynamic resources and can continue to grow. The development of human capabilities as a workforce will affect the stability and continuity of the organization. This is based on the fact that humans are the technical implementers of the operations of the organization. (D. Wardani, et al, 2020)

Resources are very valuable assets for any organization. This is related to the role of human resources in creating the high performance of an organization. In recruiting employees, investment is needed that is not cheap to obtain human resources that are following the requirements of the organization. (Gabcanova, 2011)

Employee performance is the answer to the success or failure of the organizational goals that have been set. Bosses or bosses often go unnoticed unless things go really bad or things go awry. Too often leaders don't know how badly performance has deteriorated and the organization faces serious problems. (Sari et al., 2022)

Leadership behavior in an organization must be able to influence subordinates and must be able to organize, manage, and lead subordinates with the strengths they have. All of that is related to the leadership style of a leader. In leadership, an organization needs to develop its members and build a motivational climate that produces a high level of productivity. (Akpaprep et al., 2019)

Trust is an important thing that must exist in a team. Trust is the basis of teamwork, and its nature is reciprocal (reciprocal) not one-way. One of the important criteria for a leader is to be trusted. Trust in a leader is closely related to integrity, exemplary, fairness, and consistency. A trustworthy leader will provide peace and comfort for those they lead. This trust is the basic capital for a leader to build and jump-start the team or organization he leads. (Presilawati, et al, 2020)

METHOD**Data analysis technique**

Primary data testing and analysis were carried out using the SPSS device with multiple linear regression formulations. The definition of multiple linear regression analysis, according to (Sugiyono, 2018) is as follows: "The analysis used by the researcher, if he intends to predict how the condition (up and down) of the dependent variable (criteria) if two or more independent variables as predictor factors are manipulated (increase lower the value)", is as follows:

1. Multiple Linear Regression Formula

$$Y = a + bX$$

$$Y = a + b_1 X_1 + b_2 X_2 + e$$

Y= Employee Performance; a = Constant; b₁. b₂= Variable Coefficient; X₁= Leadership behavior; X₂= Leader trust; e = Error Term

To find out the relationship between the dependent variable and the independent variable, correlation analysis (R) and determination (D) were used. The correlation (r) is strongly positive if the correlation result is equal to 1. Strong negative correlation if the

Proceeding Medan International Conference Economics and Business

Volume 1, Year 2023

"Entrepreneurship on Global Economics Development in the Era of Society 5.0"

correlation result is equal to -1. There is no correlation if the correlation result is equal to 0.

Data Test**Validity Test**

The validity test is carried out by comparing the calculated r value with r table, for degree of freedom (df) = $n-2$, where " n " is the number of samples with $\alpha = 0.05$. The criteria for the assessment of the validity test are:

1. $r \text{ count} > r \text{ table}$, then the statement is valid
2. $r \text{ count} < r \text{ table}$, then the statement is not valid

Reliability Test

Reliability test is a tool to measure a questionnaire which is an indicator of a variable or construct. The method used to measure this reliability test is by looking at the value of Cronbach's Alpha. A variable is said to be reliable if it gives Cronbach's Alpha value > 0.6 .

Classic Assumption Test**Normality test**

The analytical tool used in this study is the Kolmogorov-Smirnov (KS) test. The decision making in the normality test is if $\text{asym.sig} > \alpha 0.05$ then the data is normally distributed but if $\text{asym.sig} < \alpha 0.05$ then the data is not normally distributed.

Multicollinearity Test

Multicollinearity test was used to determine whether the regression model found a correlation between independent variables. If there is a correlation, it is called a Multicollinearity (Multiko) problem. To find out whether there is multicollinearity, by paying attention to the Variance Inflation Factor (VIF) number and tolerance with a tolerance value of less than 0.10 or equal to a VIF value of more than 0.10.

Heteroscedasticity Test

The heteroscedasticity test aims to test whether in the regression model there is an inequality of variance from one observation residual to another observation. How to detect the presence or absence of heteroscedasticity can be done by looking at the presence or absence of certain patterns on the scatter plot graph between SRESID and ZPRED with the basis of analysis (1) if there are certain patterns, such as dots that form certain regular patterns (wavy, widen, then narrowed).), it indicates that heteroscedasticity has occurred; (2) If there is no clear pattern and the points spread above and below the number 0 on the Y axis, then there is no heteroscedasticity. (Ghozali, 2016)

Hypothesis testing

Hypothesis testing was carried out simultaneously by using the F test (F-test) and partially by using the t-test (t-test) at a 95% confidence level or an error rate of 5% (0.05).

Simultaneous Test (F-Test)

Proceeding Medan International Conference Economics and Business

Volume 1, Year 2023

“Entrepreneurship on Global Economics Development in the Era of Society 5.0”

Used to test the significance level of all independent variables (X1 and X2) on the dependent variable (Y). The criteria for employee performance at the 95% significance level are:

1. If $F_{count} > F_{table}$, then accept H_a and reject H_o
2. If $F_{count} < F_{table}$, then reject H_a and accept H_o

H_{a3} : Leadership behavior and leader trust have an effect on employee performance in Aceh Social Service.

H_{03} : Leadership behavior and leader trust have no effect on employee performance in Aceh Social Service.

Partial Test (t-test)

Used to test the significant level of leadership behavior and individual leader trust on employee performance at the Aceh Social Service. With test criteria:

1. If $t_{count} > t_{table}$, then accept H_a and reject H_o at a significant level of 5%.
2. $t_{count} < t_{table}$, then accept H_o and reject H_a at a significant level of 5%.

H_{a1} : Leadership behavior affect employee performance at the Aceh Social Service.

H_{01} : Leadership behavior has no effect on employee performance in Aceh Social Service.

H_{a2} : The trust of leaders affects the performance of employees at the Aceh Social Service.

H_{02} : Leader trust has no effect on employee performance in Aceh Social Service.

RESULT AND DISCUSSION

Data Test Results

Validity Test Results

Testing the validity of the data in this study was carried out statistically, by using the Pearson product-moment coefficient of correlation test with the help of SPSS version 26. The correlation value obtained by each statement must be compared with the critical value of the product moment correlation where the results show that all statements have the correlation value is above the critical value of 5%, which is above 0.266, so that these statements are significant and have contrasting validity. To find out the results of the validity test can be seen in Table 1.

Table 1. Validity Test Results

No question	Variable	Coefficient	Critical value	Note:
		correlation	5% (N=58)	
1	A1	0.895	0.266	Valid
2	A2	0.850	0.266	Valid
3	A3	0.866	0.266	Valid
4	A4	0.502	0.266	Valid
5	A5	0.874	0.266	Valid
6	B1	0.451	0.266	Valid
7	B2	0.568	0.266	Valid
8	B3	0.747	0.266	Valid

Proceeding Medan International Conference Economics and Business

Volume 1, Year 2023

“Entrepreneurship on Global Economics Development in the Era of Society 5.0”

9	B4		0.640	0.266	Valid
10	B5		0.809	0.266	Valid
11	C1		0.310	0.266	Valid
12	C2		0.551	0.266	Valid
13	C3	X2	0.640	0.266	Valid
14	C4		0.631	0.266	Valid
15	C5		0.605	0.266	Valid

Source: Research Results, 2022 (Data processed)

Based on the table above, it can be explained that all the variables used in this study are declared valid, because they have a correlation coefficient above the critical value of the product moment relationship, which is 0.266 so that all the questions contained in this research questionnaire are declared valid for further in-depth research.

Reliability Test Results

Reliability testing is done with internal consistency or the degree of accuracy of the answers. For this test used Statistical Packaged for Social Sciences (SPSS). After conducting reliability testing to determine the consistency of the results of an answer about respondents' responses. To test the reliability, the author uses the SPSS version 22 program. Reliability less than 0.6 is not good, and if it is greater than 0.6 and close to 1, it means that the reliability of the instrument is good.

Table 2. Research Variable Reliability Test (Alpha)

No	Variable	Variable Items	Alpha Value	Reliability
1.	Employee Performance (Y)	5	0.920	Reliable
2.	Leadership Behavior(X1)	5	0.835	Reliable
3.	Leader Trust (X2)	5	0.758	Reliable

Source: Dataprocessed 2022

The results of the reliability test can be seen from the Cronbach Alpha value, a good Cronbach Alpha value is the one that is getting closer to 1. “Reliability less than 0.6 is not good, while more than 0.6 is acceptable and reliability with Cronbach alpha is 0.8 or above is good.

From the results of the reliability test above, it can be seen that the reliability of the purchasing decision variables based on the reliability testing of the instrument, it is known that the results of testing the variables of employee performance, leadership behavior, leader trust are reliable because they exceed 0.60.

Classic Assumption Test

Normality test

For testing the normality of the data, in this study it will only be detected through Graph Analysis generated through regression calculations with SPSS. Normal data is indicated by the distribution of data points around a diagonal line. The results of the data normality test can be seen in Figure 1 below:

Proceeding Medan International Conference Economics and Business

Volume 1, Year 2023

“Entrepreneurship on Global Economics Development in the Era of Society 5.0”

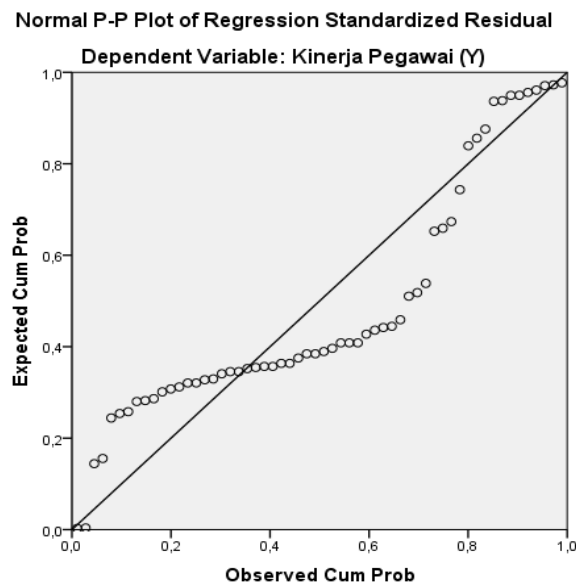


Figure 1. Normality Test Graph

Multicollinearity Test

The multicollinearity test aims to test whether there is a correlation between the independent variables in the regression model. If there is a correlation, then there is a multicollinearity problem. In a good regression model, there is no correlation between the independent variables. The multicollinearity test in this study is to see the value of Variance Inflation Factor (VIF). The results of the multicollinearity test can be seen in Table 3.

Table 3. Multicollinearity Test Results

Independent Variable	Tolerance	VIF	Information
Leadership behavior(X1)	0.989	1.011	Non Multicollinearity
Leader Trust (X2)	0.989	1.011	Non Multicollinearity

Heteroscedasticity Test

The heteroscedasticity test aims to test whether in a regression there is an inequality of variation from the residual from one observation to another. If the variance from the residual of one observation to another observation remains, it is called Homoscedasticity, and if the variation is different, it is called Heteroscedasticity. The results of the heteroscedasticity test of the data in this study using the SPSS tool by observing the patterns contained in the Scatterplot, where the results can be seen in Figure 2.

Proceeding Medan International Conference Economics and Business

Volume 1, Year 2023

“Entrepreneurship on Global Economics Development in the Era of Society 5.0”

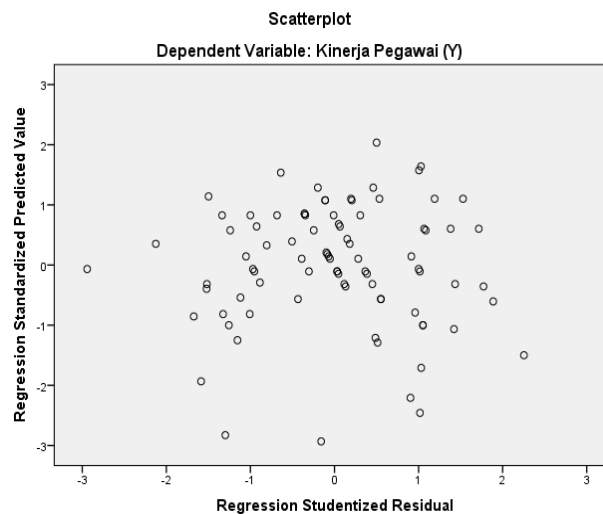


Figure 2. Heteroscedasticity Test Results

DISCUSSION

Linear Regression Coefficient

The hypothesis states that Leadership Behavior (X1) and Leader Trust (X2), on Employee Performance at the Aceh Social Service. The models used to estimate the effect are

Table 4. Models

Variable name	B	Standard Error	tcount	table	Sig.
Constant	2,806	0.386	7,268	2,004	0.000
Leadership Behavior	0.308	0.070	4,386	2,004	0.000
Leader Trust	0.260	0.078	3,334	2,004	0.000

Source: Research Results, 2022 (Data processed)

Based on the results of computer output through the SPSS program as shown in the table above, the following multiple linear regression equation is obtained,

$$Y = 2.806 + 0.308X_1 + 0.260X_2$$

From the regression equation above, it can be seen that the research results are as follows:

1. Regression Coefficient (β)
 - a. In the study, the constant value was 2.806, meaning that if Leadership Behavior (X1) and Leader Trust (X2) were considered constant, then the performance of employees at the Aceh Social Service was 2.806 on a Likert scale unit or the performance of influential employees was still low.
 - b. Leadership Behavior regression coefficient (X1) is 0.308. This means that every 100% change in the Leadership Behavior variable will relatively increase Employee Performance at the Aceh Social Service by 30.8% with the assumption that the Leader Trust variable (X2) is considered constant.

Proceeding Medan International Conference Economics and Business

Volume 1, Year 2023

“Entrepreneurship on Global Economics Development in the Era of Society 5.0”

- c. Leader Trust regression coefficient (X2) is 0.260. This means that every 100% change in the Leader Trust variable will relatively increase Employee Performance at the Aceh Social Service by 26% with the assumption that the Leadership Behavior variable (X1) is considered constant.

Based on the results of the analysis above, it can be seen that from the two variables studied, it turns out that the leadership behavior variable has a dominant influence in improving employee performance at the Aceh Social Service because the regression coefficient is 30.8%.

Correlation Coefficient and Determinant

To find out how much the increase in a linear can be explained through the relationship between the variables (correlation). If all the values of these variables can fulfill an equation correctly, it can be said that there is a perfect correlation in this analysis model. From the output of SPSS, it can be seen the level of relationship between the independent variable and the dependent variable, including:

Tabel 5. Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	0.636a	0.456	0.421	0,38954

Based on the computer output above, the correlation coefficient in the study obtained a value of 0.636 where with this value there is a relationship between the independent variable and the dependent variable of 63.6%. This means that Leadership Behavior (X1) and Leader Trust (X2) have a strong relationship to employee performance at the Aceh Social Service.

Meanwhile, the coefficient of determination obtained with a value of 0.421 means that 42.1% of changes in the dependent variable (Employee Performance at the Aceh Social Service) can be explained by changes in the Leadership Behavior (X1) and Leader Trust (X2) factors. While the rest of 57.9% is explained by other factors outside the 2 variables as described above such as competence, compensation, work loyalty and others.

Hypothesis test

First Hypothesis Testing (F Test)

To test the influence of Leadership Behavior and Leader Trust simultaneously on Employee Performance the Aceh Social Service used the F statistic test (F test). If the $F_{count} > F_{table}$ value, then H_0 is rejected and H_a is accepted. Conversely, if the value of $F_{count} < F_{table}$ value, then H_0 is accepted and H_a is rejected.

Tabel 6. F-test ANOVAa

Model	Sum of Squares	df	Mean Square	F count	F table	Sig.
1 Regression	5,491	2	2,746	18,061	3.168	,000b
Residual	8,346	55	,152			

Proceeding Medan International Conference Economics and Business

Volume 1, Year 2023

"Entrepreneurship on Global Economics Development in the Era of Society 5.0"

Total

13.837 57

Dependent Variable: Employee Performance (Y)

Based on the result of the calculation The Fcount value is 18.061 with a significance of 0.000, while the Ftable at the 95% confidence interval or $\alpha = 0.05$ is 3.168. By comparing the value of Fcount with Ftable, then Fcount (18.061) is greater than Ftable (3.168). The decision is to accept H_0 and reject H_a , meaning that simultaneously the variables of Leadership Behavior and Leader Trust have a significant and influential effect on employee performance at the Aceh Social Service.

Partial Test (t Test)

To test the Effect of Leadership Behavior and Leader Trust on Employee Performance At the Aceh Social Service, the statistical t test (t test) was used. If the value of tcount $>$ ttable value, then H_0 is rejected and H_a is accepted, otherwise if the value of tcount $<$ ttable value, then H_0 is accepted and H_a is rejected. The results of partial hypothesis testing can be seen in Table 4.13. Can know the value of tcount of each independent variable in this study. The tcount value of each independent variable will be compared with the ttable value using a 95% confidence interval or $\alpha = 0.05$.

1. Influence of Leadership Behavior (X_1)

The influence of leadership behavior (X_1) on the Employee Performance variable (Y) partially can be seen in Table 4.12 the value of tcount (4.386) is greater than ttable (2.004), then the decision is to reject H_{01} and accept H_{a1} . From the partial test results that leadership behavior affects the performance of employees at the Aceh Social Service.

2. Influence of Leader Trust (X_2)

The influence of Leader Trust on the Employee Performance variable (Y) partially can be seen in Table 4.12 the tcount value (3.334) is greater than the ttable value (2.004) tcount value $>$ ttable value, then the decision is to reject H_{02} and accept H_{a2} . From the partial test results that Leader Trust has a positive effect on the Performance of Aceh Social Service Employees.

CONCLUSION

Based on the results of testing, processing, and data analysis that has been carried out, Leadership Behavior has a significant effect on employee performance at the Aceh Social Service, Leader trust has a significant effect on employee performance at the Aceh Social Service, Leadership Behavior and Leader Trust simultaneously has a significant effect on Employee Performance at the Aceh Social Service.

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Volume 1, Year 2023

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Volume 1, Year 2023

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Volume 1, Year 2023

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