



THE INFLUENCE OF LEADERSHIP, ORGANIZATIONAL CULTURE, QUALITY OF HUMAN RESOURCES AND COMMUNICATION ON ORGANIZATIONAL PERFORMANCE

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ABSTRACT

The background to this research is that there is a problem with organizational performance at the Information Communication and Statistics Service, West Bandung Regency, West Java Province, which is not yet optimal. Organizational performance problems are caused by a lack of influence of leadership, organizational culture, quality of human resources and communication on organizational performance. This research aims to determine the influence of leadership, organizational culture, quality of Human Resources and communication on organizational performance, both partially and jointly. The sampling technique in this research was proportional stratified random sampling with a sample of 102 respondents. This research method is included in the type of explanatory research which uses a quantitative approach. Data collection techniques use questionnaire techniques, literature study. The data collection tool for this research is a questionnaire based on a Likert scale. The data analysis technique in this research is validity test, reliability test, normality test, linearity test, multicollinearity test, heteroscedasticity test, F test and t test, simple and multiple linear regression. The research results prove that there is a significant and positive influence on organizational performance. First, there is an influence of leadership on organizational performance of 54.8%. Second, there is an influence of organizational culture on organizational performance of 55.2%. Third, there is an influence of the quality of Human Resources on organizational performance of 50.5%. Fourth, there is an influence of communication on organizational performance of 56.8%. And fifth, there is the influence of leadership, organizational culture, quality of Human Resources and Communication together on organizational performance of 70.8%. As a recommendation from the results of this research, organizational performance at the West Bandung Regency Communication, Information and Statistics Service can be achieved through the influence of leadership, organizational culture, quality of Human Resources and Communication. These four variables must be considered, so that organizational performance can increase.

Keywords: leadership, organizational culture, quality of Human Resources and communication.

INTRODUCTION

Something organization, whether it's an organization private or organization public formed to achieve objective certain . According to Musa Hubeis Mukhamad Najib (2014:2) an organization is a group of people who own it the same and agreed goals work together to achieve set goals . _ The country of Indonesia is something organization that has goal . The goal of the country is something guidelines for compiling and controlling tool state equipment as well arrange life its people . The goals of the Republic of Indonesia itself clearly stated in the preamble to the 1945 Constitution in paragraph fourth which reads " Protect all Indonesian nation and all spilled Indonesian blood , advancing well-being general , enlightening life nation , carry out world order based on independence , peace eternal and justice social ".

Achievement State objectives are implemented by institutions government and all components of the nation . Government in the narrow or executive sense is a government that runs all over policy to achieve objective development national that has been set . In accordance with Law Number 23 of 2014 concerning Regional Government is called that as the organizer unitary state government The Republic of Indonesia (NKRI) at the center , led by the President and Vice President and assisted by ministers . In reaching objective development national is formed _ government region as an organization the organizing government affairs government in the region according to principle autonomy as wide as possible and the principle of assistance duties in the Republic of Indonesia system .

Regional Government of West Bandung Regency is part from the region West Java Province which is definitive become a Level II Region based on Constitution Number 12 of 2007 concerning Formation West Bandung Regency in West Java Province . As a organization , government area own goals stated in the Vision and Mission . Government West Bandung Regency has a Vision and Mission for 2018-2023 , namely West Bandung which is aspirational , creative , superior and religious (AKUR). The mission of the West Bandung Regency Regional Government is as follows.

(1) Building Quality Human Resources __ through guarantee access and equity to service basic health, education and religion. (2) Fulfill need infrastructure basis as support mobility society and development economic , social , and cultural . Grow centers growth economy public based wisdom local and creativity . (3) Doing optimization potency source Power nature and culture for development tourist friendly environment . (4) Strengthen superiority agriculture , animal husbandry and industry are evenly distributed through optimization knowledge knowledge and technology . (5) Reduce gap society with pro-poor, pro-job , pro-growth and pro-environment policies . (6) Develop system clean , aspirational , innovative and serving government _ based innovation and technology .

According to (Rahman et al., 2023) that management structured government _ Nowadays, people are more achievement oriented organization government that is not always in line with needs the community it serves . Refers to Locke's model or Establishment theory goals (goal setting theory) proposed by (Edwin & Curtius, 1990), that : " Specific and difficult goals cause task performance is better than easy goal " .

Goal setting theory or theory determination objective based on presumptive evidence that goals (goals in the future come including Vision) is role important in action . Establishment theory objective proposed by Birnberg (Mahennoko & ADIWIBOWO, 2011), namely : "the individual model who wants to have goal , choose purpose and being motivated to achieve goals ".

Determination objective put forward by (Kreitner, 2004) who stated that :

" Four mechanisms in motivation individual to achieve performance . First, determination goals can direct attention individuals to focus more on achievement objective that . Second , goals can help arrange effort exerted by an individual to achieve goal . Third , there is goals can improve perseverance individual in achieving objective that . Fourth , goals help individuals to set strategies and carry out action as planned . "

In order to achieve the Vision and carry out the Mission of the West Bandung Regency Regional Government , a work unit or organization was formed Regional Apparatus in charge operate policies to achieve it . One _ organization device The area formed to achieve the Vision and Mission of the Regional Government of West Bandung Regency , is the Department of Communication , Informatics and Statistics (DISKOMINFOTIK), which was formed based on West Bandung Regency Regional Regulation Number 9 of 2016 concerning Formation and Structure West Bandung Regency Regional Apparatus .

Government West Bandung Regency is one of them government which is carrying out a digital transformation process through use technology informatics and communications so that influence public area leads to shape _ government open (an open Government), (Indrayani & Wasistiono, 2021). According to (Yunitasari et al., 2023) Government awakening to life together human as form organization society , forming leadership in organizing organization the people who have it wish ideals and activities in state relations with implementation wisdom and policies.

Department of Communication , Information and Statistics West Bandung Regency is currently device expected area _ work to support achieved mission Elected Regional Head 1st mission ie increase coverage and quality service education , health and services base for public Other areas are in order build source Power quality human beings , and the fourth mission is " to realize governance based on good governance development information and innovation " can be implemented optimally .

Department of Communication , Information and Statistics West Bandung Regency as the agency in charge affairs enhancement quality service public , improvement accountability performance agency government and reports performance financeand empowerment public capable realizing the Vision and Mission of the Regional Head for five years forward in accordance with the duties and authority held .

In an effort to make it happen vision and mission the, Diskominfo West Bandung Regency is not spared from existing problems and obstacles (Wahyudin, 2020). Problems faced by the Department of Communication , Information and Statistics based on the main tasks and functions as follows (Aceto et al., 2019). (1) Limited facilities and infrastructure to support maintenance Discominfotics . (2) Limited human resources qualifications to support maintenance Discominfotics . (3) Limited budget To use support maintenance Discominfotics . (4) The Public Information Classification List has not yet been compiled . (5) Not yet optimal service handling complaint information public . (6) The Community Information Group (KIM) is not yet optimal . (7) Unavailability of unified and integrated statistical data in one data . (8) Inadequate supporting infrastructure _ use of ICT.

(Source : Strategic Plan 2018-2023 Diskominfo KBB)

Based on existing problems , researchers _ assume problems that exist in the Department of Communication , Informatics and Statistics West Bandung Regency is not optimal performance Organization Regional Apparatus (Mauliddin et al., 2022). Employee and organizational performance is a result achieved by employees for the organization that in his work according to

criteria certain thing that applies to something work certain (Suardhita et al., 2020). According to Robbins (2003) that : " performance employees are a function from interaction between ability and motivation ".

Employee performance is the result of work that requires consideration important to take into account , because an individual's performance employees in the organization is part from performance organization , and can determine performance from organization . Succeed or not performance employees who have achieved organization will influenced by level performance from employee in a way individual or groups (Mohammed et al., 2014).

Yukl (2010:4) states that : "Performance often thought of as the achievement of a task, which is the term task itself originate from thinking activities required by the worker ". Performance includes facet effort , loyalty , potential , leadership , and work morale . Different from performance , efficiency seen from three aspects , namely : the behaviors shown someone at work , the real results or outcomes achieved workers , and assessments on factors such as motivation , commitment , initiative , potential leadership and work morale .

To measure performance something organization , the indicator used is System Accountability for Agency Performance Government (SAKIP) Department of Communication , Informatics and Statistics in 2019 (Safkaur et al., 2019). System Value Accountability for Agency Performance The government (SAKIP) is regulated according to Regulation President Number 9 of 2005 concerning Position , Duties, Functions , Structure Organization and Work Procedures of the Ministries of the Republic of Indonesia, as well as Regulation of the Minister of State for Utilization State Apparatus Number PER/01 IM.PAN/01/2009.

One of the tasks of the Ministry of Empowerment The State Apparatus is doing strengthening accountability performance agencies government (Wahjusaputri & Fitriani, 2017). Efforts _ strengthening accountability performance and at the same time improvements are made including through _ Evaluation Accountability for Agency Performance Government (AKIP). The objectives of this AKIP evaluation are as follows (Salem et al., 2021). (a) . Identify various weaknesses in implementation system accountability performance , in the environment agency government (SAKIP). b. Provide suggestions for improvements or recommendations for improvement performance and strengthening accountability agency government . c. Develop a ranking of evaluation results To use interest determination policy in the field utilization state apparatus . The objects assessed are agencies government as an entity or unit that must provide accountability performance or accountability performance to giver trustworthy or giver delegation / authority . So that became object evaluation actually institutions or agencies or work units , and not just leaders or officials his leader . In doing evaluation accountability performance , the Ministry of PAN and Bureaucratic Reform (MENPAN & RB) carries out evaluation to the following aspects . a. Aspect planning (35 % weight), evaluated components including : (1) planning strategic ; (2) planning performance ; (3) determination performance ; and cohesiveness as well as harmony between subcomponent that . b. Aspect measurement performance (20% weight), the components evaluated are : (1) indicators performance in a way general and indicators performance main (KPI), (2) measurement , and (3) I analysis of measurement results performance c. Aspect reporting performance (15% weight), what is assessed is obedience reporting , disclosure and presentation , as well as utilization information performance To use repair performance. d. Aspect evaluation performance (10% weight), what is assessed is implementation evaluation performance and utilization of evaluation results . e. Aspect

Achievements performance (20% weight), in which case MENPAN & RB perform review performance work or achievements performance reported by researching _ various indicator achievement performance , determination , achievement targets , data reliability , and alignment with achievements target development in the document planning (RPJMN, RENSTRA).

Methodology used in evaluation accountability performance is a pragmatic methodology , because adapted to the purpose evaluation that has been done determined and considered existing obstacles (Adams et al., 2017). The evaluator needs to explain the advantages and disadvantages methodology used to the party being evaluated (Copay et al., 2007). This pragmatic step was chosen with the consideration that it would be faster produce recommendations based on evaluation results for improvement application AKIP system and upgrades accountability performance agency (Li et al., 2019).

To every the aspects assessed in the SAKIP Indicator are carried out data collection by means of : interviews , observation , comparison with secondary data , and confirmations as necessary (Andersen et al., 2012). Then every these evaluated subcomponents are defined criteria assessment using _ standards and truth norms contained in the regulations legislation , guidelines , as well applicable instructions , as well as refers to management best practices performance and accountability performance .

Criteria This assessment is outlined in the instructions implementation (juklak) of evaluation so that all implementers evaluation or evaluator gets the same guidelines (Agustino et al., 2023). Thus _ expected all over evaluator officers can use operational guidelines as standard evaluation so in turn parties being evaluated can be treated equally (equal treatment) (Wong et al., 2016). To maintain the quality of evaluation results , both activity processes evaluations in the office (desk evaluation) and in the field , to be included in the evaluation results report which are reviewed using the mechanisms in force at MENPAN & RB.

This evaluation process follows the guidelines every year repaired and done improvements so that it can continue to be maintained credibility of evaluation results (Cypress, 2017). Next, the evaluation results are presented to the party being evaluated , ultimately It's up to the leaders agency (Stufflebeam, 2000). If the evaluation results adequate follow- up according to the recommendations given , we are certainly sure will There is improvements within agencies that (Shrubsole et al., 2022).

METHOD

According to Ndraha (1997) in Sadu Wasistiono and Fernandes (2015:49) methodology Research is the methodology used for programs and activities research . Whereas methodology knowledge formally related in definition _ relevant science and how _ substantive indicated by axioms , suppositions basis , approach , analysis model , and construct model experiences and concepts . Meanwhile, Creswell (2016:3) explains that research method is plans and procedures research that includes steps form from assumptions wide to detailed methods in collecting , analyzing and interpreting data.

This research is type study explanatory because I wanted to explain the influence that occurs between existing variables by doing _ testing hypothesis . According to Mardalis (2007:26) research explanatory aims to explain nothing will _ happen when variables certain controlled or manipulated in a way certain .

The approach used in this research is approximation quantitative . According to Creswell (2016:13), research quantitativerequires researchers to explain How variable affect other variables. Study done begins with research theory that suits the variables used. Next it is created hypothesis from every connection variable dependent and independent variables by using _ measurement and operations variable . Then done data processing based on statistics , so that it can be found conclusions and findings from this research .

RESULTS AND DISCUSSION

Analysis Descriptive is a research method for making description about existing situations or events , so this method must be implemented data accumulation (Kruschke et al., 2012). The description of the research data can be used to enrich it discussion , via description of response data respondents can be known How response respondents to every indicator the variable being studied (Artino Jr et al., 2014). To make it easier interpret the variable being studied is carried out categorization to score response respondents that is based on range score Maximum and minimum scores are divided the desired number of categories with the following formula . following description from score for analysis descriptive .

Table 4. 1 Criteria for Assessment of Indicators on Research Variables

NO	PERCENTAGE	CRITERIA
1	1.00-1.79	Not Good/Very Low
2	1.80-2.59	Low
3	2.60-3.39	Fair/Fair
4	3.40-4.19	Good/High
5	4.20-5.00	Very Good / very High

1. Leadership (X1)

Based on calculation using SPSS 25 for Windows, obtained description of variable data Leadership (X1) as in Table 4.2.

Table 4. 2 . D e s c r i p t i v e S t a t i s t i c s

	Leadership (X1)	Culture Organization (X2)	Quality Source Power Human (X3)	Communicati on (X4)	Organization al Performance (Y)
N	Valid 102	102	102	102	102
	Missing 0	0	0	0	0
Mean	4.0824	4.0957	4.1937	4.1090	4.1820
Std. Deviation	.40019	.35560	.40915	.41360	.24416
Variance	.160	.126	.167	.171	.060
Range	2.36	1.76	1.76	1.96	1.20
Minimum	2.64	3.24	3.24	3.04	3.60
Maximum	5.00	5.00	5.00	5.00	4.80

Source: SPSS 25 for Windows

- Range value (Range) of 2.36
- Lowest value as big as 2.64
- Highest value as big as 5.00
- The average value (Mean) is 4.0824
- Deviation standard (Standard Deviation) of 0.40019
- Variance value of 0.160

If presented in tab e l form , then distribution frequency mark variable Leadership (X₁) can be seen in table 4. 3 .

Table 4. 3 Frequency of Leadership Variable Values (X₁)

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid				
	2.64	1	1.0	1.0
	3.40	1	1.0	2.0
	3.48	2	2.0	3.9
	3.60	5	4.9	8.8
	3.64	4	3.9	12.7
	3.68	1	1.0	13.7
	3.72	1	1.0	14.7
	3.76	2	2.0	16.7
	3.80	3	2.9	19.6
	3.84	8	7.8	27.5
	3.88	3	2.9	30.4
	3.92	8	7.8	38.2
	3.96	19	18.6	56.9

4.00	8	7.8	7.8	64.7
4.24	1	1.0	1.0	65.7
4.28	3	2.9	2.9	68.6
4.32	3	2.9	2.9	71.6
4.36	4	3.9	3.9	75.5
4.40	2	2.0	2.0	77.5
4.44	3	2.9	2.9	80.4
4.48	1	1.0	1.0	81.4
4.52	1	1.0	1.0	82.4
4.56	1	1.0	1.0	83.3
4.60	1	1.0	1.0	84.3
4.64	4	3.9	3.9	88.2
4.68	4	3.9	3.9	92.2
4.72	1	1.0	1.0	93.1
4.76	3	2.9	2.9	96.1
4.80	1	1.0	1.0	97.1
4.84	1	1.0	1.0	98.0
4.88	1	1.0	1.0	99.0
5.00	1	1.0	1.0	100.0
Total	102	100.0	100.0	

Source: SPSS 25 for Windows

From table the above , visible that the results are already pretty good because majority approach number 4 (four) and respondent agree that Leadership (X1) can influence Organizational Performance (Y).

2. Culture Organization (X2)

Based on calculation using SPSS 25 for Windows, obtained description of variable data Culture Organization (X2) as in Table 4.4.

Table 4. 4 . Descriptive Statistics

	Leadership (X1)	Culture Organization (X2)	Quality Human Resources (X3)	Communication (X4)	Organizational Performance (Y)
N	Valid	102	102	102	102
	Missing	0	0	0	0
Mean	4.0824	4.0957	4.1937	4.1090	4.1820
Std. Deviation	.40019	.35560	.40915	.41360	.24416
Variance	,160	.126	,167	,171	,060
Range	2.36	1.76	1.76	1.96	1.20
Minimum	2.64	3.24	3.24	3.04	3.60
Maximum	5.00	5.00	5.00	5.00	4.80

Source: SPSS 25 for Windows

- Range value (Range) of 1.76

- lowest value is 3.24
- highest value is 5.00
- The average value (Mean) is 4.0957
- Deviation standard (Standard Deviation) is 0.35560 _
- Variance value of 0.126 _

If presented in table form , then distribution frequency Cultural variable value Organization (X₂) can be seen in the table 4.5

Table 4. 5 Variable Value Frequency Culture Organization (X₂)

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.24	1	1.0	1.0	1.0
	3.32	1	1.0	1.0	2.0
	3.56	5	4.9	4.9	6.9
	3.68	5	4.9	4.9	11.8
	3.72	1	1.0	1.0	12.7
	3.76	1	1.0	1.0	13.7
	3.80	4	3.9	3.9	17.6
	3.84	8	7.8	7.8	25.5
	3.88	4	3.9	3.9	29.4
	3.92	2	2.0	2.0	31.4
	4.00	23	22.5	22.5	53.9
	4.04	2	2.0	2.0	55.9
	4.08	9	8.8	8.8	64.7
	4.16	1	1.0	1.0	65.7
	4.20	5	4.9	4.9	70.6
	4.24	2	2.0	2.0	72.5
	4.28	3	2.9	2.9	75.5
	4.32	2	2.0	2.0	77.5
	4.36	2	2.0	2.0	79.4
	4.40	5	4.9	4.9	84.3
	4.52	2	2.0	2.0	86.3
	4.60	3	2.9	2.9	89.2
	4.64	1	1.0	1.0	90.2
	4.72	3	2.9	2.9	93.1
	4.76	2	2.0	2.0	95.1
	4.80	2	2.0	2.0	97.1
	4.92	2	2.0	2.0	99.0
	5.00	1	1.0	1.0	100.0
	Total	102	100.0	100.0	

Source: SPSS 25 for Windows

From table the above , visible that the results are already pretty good because majority approach number 4 (four) and respondent agree that Culture Organization (X2) can influence Organizational Performance (Y)

3. Quality Human Resources (X3)

Based on calculation using SPSS 25 for Windows, variable data was obtained Quality Human Resources (X3) as in Table 4.6 .

Table 4. 6 . Descriptive Statistics

		Leadership (X1)	Culture Organization (X2)	Quality Human Resources (X3)	Communicati on (X4)	Organization al Performance (Y)
N	Valid	102	102	102	102	102
	Missing	0	0	0	0	0
Mean		4.0824	4.0957	4.1937	4.1090	4.1820
Std. Deviation		.40019	.35560	.40915	.41360	.24416
Variance		.160	.126	.167	.171	.060
Range		2.36	1.76	1.76	1.96	1.20
Minimum		2.64	3.24	3.24	3.04	3.60
Maximum		5.00	5.00	5.00	5.00	4.80

Source: SPSS 25 for Windows

- The value range is 1.76
- The lowest value is 3.24
- The highest value is 5.00
- The average value (Mean) is 4.1937
- Deviation standard (Standard Deviation) of 0.40915 _
- Variance value of 0.167 _

If presented in form table , then distribution frequency Quality variable value Source D aya Human (X₃) can be seen in the table 4.7.

Table 4. 7 Variable Value Frequency Quality Resources __ Human (X₃)

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.24	1	1.0	1.0	1.0
	3.32	2	2.0	2.0	2.9
	3.52	1	1.0	1.0	3.9
	3.56	2	2.0	2.0	5.9

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3.64	2	2.0	2.0	7.8
3.68	1	1.0	1.0	8.8
3.76	1	1.0	1.0	9.8
3.80	2	2.0	2.0	11.8
3.84	12	11.8	11.8	23.5
3.88	3	2.9	2.9	26.5
3.92	1	1.0	1.0	27.5
3.96	3	2.9	2.9	30.4
4.00	18	17.6	17.6	48.0
4.04	1	1.0	1.0	49.0
4.08	3	2.9	2.9	52.0
4.12	2	2.0	2.0	53.9
4.16	2	2.0	2.0	55.9
4.20	2	2.0	2.0	57.8
4.28	3	2.9	2.9	60.8
4.32	1	1.0	1.0	61.8
4.40	6	5.9	5.9	67.6
4.44	3	2.9	2.9	70.6
4.48	1	1.0	1.0	71.6
4.52	4	3.9	3.9	75.5
4.56	2	2.0	2.0	77.5
4.60	2	2.0	2.0	79.4
4.64	3	2.9	2.9	82.4
4.68	3	2.9	2.9	85.3
4.72	2	2.0	2.0	87.3
4.76	4	3.9	3.9	91.2
4.80	1	1.0	1.0	92.2
4.84	3	2.9	2.9	95.1
4.88	2	2.0	2.0	97.1
4.92	1	1.0	1.0	98.0
4.96	1	1.0	1.0	99.0
5.00	1	1.0	1.0	100.0
Total	102	100.0	100.0	

Source: SPSS 25 for Windows

From the table above, it can be seen that the results are quite good because the majority is close to number 4 (four) and respondents agree that the Quality of Human Resources (X₃) can influence Organizational Performance (Y)

4. Communication (X₄)

Based on calculations using SPSS 25 for Windows description of Communication variable data (X₄) as in Table 4.8.

Table 4. 8 . Descriptive Statistics

		Leadership (X1)	Culture Organization (X2)	Quality Human Resources (X3)	Communicati on (X4)	Organization al Performance (Y)
N	Valid	102	102	102	102	102
	Missing	0	0	0	0	0
Mean		4.0824	4.0957	4.1937	4.1090	4.1820
Std. Deviation		.40019	.35560	.40915	.41360	.24416
Variance		,160	.126	,167	,171	,060
Range		2.36	1.76	1.76	1.96	1.20
Minimum		2.64	3.24	3.24	3.04	3.60
Maximum		5.00	5.00	5.00	5.00	4.80

Source: SPSS 25 for Windows

- Range value (Range) of 1.96
- Lowest value as big as 3.04
- Highest value as big as 5.00
- The average value (Mean) is 4.1090
- Deviation standard (Standard Deviation) of 0.41360 _
- Variance value of 0.171 _

When presented in table form, the frequency distribution of the Communication variable values (X₄) can be seen in table 4.9.

Table 4. 9 . Communication Variable Value Frequency (X₄)

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.04	1	1.0	1.0	1.0
	3.36	1	1.0	1.0	2.0
	3.40	1	1.0	1.0	2.9
	3.44	1	1.0	1.0	3.9
	3.48	1	1.0	1.0	4.9
	3.52	1	1.0	1.0	5.9
	3.60	4	3.9	3.9	9.8
	3.64	1	1.0	1.0	10.8
	3.68	2	2.0	2.0	12.7
	3.72	2	2.0	2.0	14.7
	3.76	6	5.9	5.9	20.6
	3.80	2	2.0	2.0	22.5
	3.84	8	7.8	7.8	30.4
	3.88	6	5.9	5.9	36.3
	3.92	6	5.9	5.9	42.2

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3.96	3	2.9	2.9	45.1
4.00	7	6.9	6.9	52.0
4.04	2	2.0	2.0	53.9
4.08	4	3.9	3.9	57.8
4.12	3	2.9	2.9	60.8
4.16	3	2.9	2.9	63.7
4.20	1	1.0	1.0	64.7
4.24	1	1.0	1.0	65.7
4.28	2	2.0	2.0	67.6
4.32	3	2.9	2.9	70.6
4.36	3	2.9	2.9	73.5
4.40	3	2.9	2.9	76.5
4.44	1	1.0	1.0	77.5
4.52	1	1.0	1.0	78.4
4.56	3	2.9	2.9	81.4
4.60	2	2.0	2.0	83.3
4.64	3	2.9	2.9	86.3
4.68	3	2.9	2.9	89.2
4.76	3	2.9	2.9	92.2
4.80	4	3.9	3.9	96.1
4.84	1	1.0	1.0	97.1
4.88	1	1.0	1.0	98.0
5.00	2	2.0	2.0	100.0
Total	102	100.0	100.0	

Source: SPSS 25 for Windows

From the table above, it can be seen that the results are quite good because the majority is close to number 4 (four) and respondents agree that Communication (X₄) can influence Organizational Performance (Y).

5. Organizational Performance (Y)

Based on calculations using SPSS 25 for Windows, the description of the Organizational Performance (Y) variable data is as in table 4.10.

Table 4.1 0 Descriptive Statistics

	Leadership (X1)	Organization al Culture (X2)	Quality of Human Resources (X3)	Communicati on (X4)	Organization al Performance (Y)
N	Valid 102	102	102	102	102
	Missing 0	0	0	0	0
Mean	4.0824	4.0957	4.1937	4.1090	4.1820
Std. Deviation	.40019	.35560	.40915	.41360	.24416
Variance	,160	.126	,167	,171	,060
Range	2.36	1.76	1.76	1.96	1.20

Minimum	2.64	3.24	3.24	3.04	3.60
Maximum	5.00	5.00	5.00	5.00	4.80

Source: SPSS 25 for Windows

- Range value (Range) of 1.20
- Lowest value as big as 3.60
- Highest value as big as 4.80
- The average value (Mean) is 4.1820
- Deviation standard (Standard Deviation) of 0.24416 _
- Variance value of 0.060 _

When presented in tabular form , the frequency distribution of the Organizational Performance variable values (Y) can be seen in table 4.11

Table 4.1 1 Frequency of Organizational Performance Variable Values (Y)

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.60	2	2.0	2.0	2.0
	3.64	1	1.0	1.0	2.9
	3.72	1	1.0	1.0	3.9
	3.76	1	1.0	1.0	4.9
	3.80	1	1.0	1.0	5.9
	3.84	2	2.0	2.0	7.8
	3.88	1	1.0	1.0	8.8
	3.92	4	3.9	3.9	12.7
	3.96	6	5.9	5.9	18.6
	4.00	7	6.9	6.9	25.5
	4.04	7	6.9	6.9	32.4
	4.08	10	9.8	9.8	42.2
	4.12	6	5.9	5.9	48.0
	4.16	7	6.9	6.9	54.9
	4.20	2	2.0	2.0	56.9
	4.24	5	4.9	4.9	61.8
	4.28	6	5.9	5.9	67.6
	4.32	6	5.9	5.9	73.5
	4.36	3	2.9	2.9	76.5
	4.40	4	3.9	3.9	80.4
	4.44	6	5.9	5.9	86.3
	4.48	1	1.0	1.0	87.3

4.52	7	6.9	6.9	94.1
4.56	2	2.0	2.0	96.1
4.60	2	2.0	2.0	98.0
4.76	1	1.0	1.0	99.0
4.80	1	1.0	1.0	100.0
Total	102	100.0	100.0	

Source: SPSS 25 for Windows

From table it is visible that the results are already pretty good because majority approach number 4 (four) and respondent agree that variable independence can influence Organizational Performance (Y).

CONCLUSION

Based on the calculation of discharge on river channels can be concluded as follows: There is influence Leadership on the Organizational Performance of the Communication Service Informatics and Statistics West Bandung Regency positive and significant amounted to 54.8% (medium). The size influence Leadership on Organizational Performance determined by dimensions Planning , Initiating , Controlling , Supporting , Informing , and Evaluating , while 45.2% of unexamined factors . _ Influence positive in this study means that the better the leadership held will make performance organization is good too, and vice versa . From the research results about leadership seen Head of Communications Service Informatics and Statistics West Bandung Regency has do evaluation performance and has been capable describes and defines the tasks in the organization and also the head service has able to reconcile disputes that occur and find out the cause . But it lacks a head This service has not been able to relieve it existing tension . _

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