

# **Effect of Leadership Style on Employee Performance: Motivation perspective in the case of leadership leadership styles**

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## **ABSTRACT**

The Leader support in achieving high performance has become a part of research that is quite popular. The role of leaders in the latest leadership theories shows that the dominance of the concept of transactional and transformational leadership styles is still very dominant, while the concept of servant leadership that has a significant influence on performance achievement has not received enough attention. Likewise, the involvement of motivational concepts directly in analyzing the role of leadership style towards performance achievement is not much done by researchers. Therefore, the research on the Influence of Leadership Style on Employee Performance with a motivational perspective in the case of leadership Servant style becomes important. Respondents in the study were 223 educators in universities who obtained online surveys with simple random sampling. Instruments with the CFA approach from the results of the previous research were used in this study.

The results of this study indicate that leadership encourages achieving higher performance. Self-efficacy and job fit were found to be able to give partial influence in mediating influential leadership on performance. So that motivation, both internal and external, can provide reinforcement on the influence of leadership on performance. Limitations and suggestions for future research are discussed in this article. Leader support in achieving high performance has become a part of research that is quite popular. The role of leaders in the latest leadership theories shows that the dominance of the concept of transactional and transformational leadership styles is still very dominant, while the concept of servant leadership that has a significant influence on performance achievement has not received enough attention. Likewise, the involvement of motivational concepts directly in analyzing the role of leadership style towards performance achievement is not much done by researchers. Therefore, the research on the Influence of Leadership Style on Employee Performance with a motivational perspective in the case of leadership leadership Servant style becomes important. Respondents in the study were 223 educators in universities who obtained online surveys with simple random sampling. Instruments with the CFA approach from the results of the previous research were used in this study. The results of this study indicate that leadership encourages achieving higher performance. Self-efficacy and job fit were found to be able to give partial influence in mediating influential leadership on performance. So that motivation, both internal and external, can provide reinforcement on the influence of leadership on performance. Limitations and suggestions for future research are discussed in this article.

*Kata Kunci: self efficacy, job fit, servant leadership, Performance*