

## Hubungan kepemimpinan dan motivasi terhadap produktivitas kerja pegawai Lembaga Pemasyarakatan kelas I Cipinang Jakarta

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### Abstrak

In this research, the formulation of such problems are to identify the correlation strength and to test the variable independent, namely the Leadership and Motivation on variable dependent, which is Employee's Productivity of the Cipinang Correctional Institution, Jakarta. In reviewing some of the factors mentioned above, we could see that the leadership plays an important role in pushing the organization productivity, the leader are challenged to powered the organizational strength in such correct and precise manner to face the future challenge, that would influence the organizational life.

The universe from which the sample was selected included all the employees of the Cipinang Correctional Institution, of 480 officers, while intake sample were selected by using "Purposive Stratified Sampling" technique, in which the technique based on the current number of employees, the rank or faction of the officer from the total sample. 120 (one hundred and twenty) names were selected randomly.

Method of analysis that was used in this research is the analysis method and its correlation. The descriptive analysis was used to depict the frequency of such data, and to obtain a picture of the research's result. While correlation analysis were used to analyze the relation of variables, such as, variable of leadership and variable of productivity and also variable of motivation and variable of productivity.

The research was conducted by handing-over the closed enlist statements / questions for the respondents of officers. Reliabilities test was conducted to cover such topics, as how far the statement items have consistency with split half, that is, the instrument was grouped in the even and anomalous instruments. Then, score of each group were summed, and compared to its correlation coefficient by using SPSS 11,0 for windows, then by using the Spearman Brown's formula.

The validity test, which conducted on each question of this research, was using the item analysis, by reviewing the correlation of each question. The total score on each variable is representing the number of each score in pertinent variable. The question considered to be valid, if having the minimum correlation value of 0,3.

The result of the research, are:

1. Only a few of head sections in the Cipinang Correctional Institution would clarify the department's job description to his staff or subordinates; he assumed that his staff and subordinate have already comprehend their work and duty. In contrary; most of the staff and subordinate do not know the duty of their work.

Despitefully, the leader do not also explain whereof, what should be done and how to do it, most of the

problems that occurred could not be solved properly, and the result are less optimal, because of the staff and subordinate do not know how. So, the purposes and objectives of the leader are not comprehensible by the staff and subordinate, and also there is no formal communications between the leader and the staff and subordinate. On the other hand, most of the Cipinang's leaders do not have knowledge and ability in the managerial field, so they can not lead the organization toward its target. In result, the officer's productivity is not optimal.

2. The security guarantee should represents a fundamental requirement for the Cipinang officers, but practically, the security guarantee provided by the leader only represents a supplementary factor for the officers. Because, the leader does not always there to assist them. There is a time when the leader would delegate the authority of the Cipinang's security to his staffs and subordinates; this is because the leader has other duty outside the Cipinang, which also important to him.

The job's duty and responsibility of the Cipinang security guards themselves are very risky, due to the occupancy of the offenders in the Cipinang, which much bigger than the officers on duty. In order to executing the duty and responsibility as the officer of the Cipinang, which are; to secure, to treat and to rehabilitate the inmate in pursuant to the treatment regulation, on the other hand, the Cipinang do not have high motivating human resources that qualified as a treatment officer, to meet the high work productivity.

To meet the organization target, the good or obsolesce of such organization is determined by the authority and the efficiency of its leader, in executing his leadership and leading his subordinate. The authority and efficiency of the leader will motivate the enthusiasm, creativity, participation and loyalties of the staff and subordinate in performing their duty. So, in the end, the target of organization can soon be reached.

Motivation leads the enthusiasm of all officers, so the officer will strive by performing their skill and ability to meet the organization target. Basically, the organizational is not only expecting the staff to be capable or to be reliable, but the most important is, how the officer would strive and willing to reach the optimal result.

Ability, efficiency and skill of the officers don't mean anything if not followed by the officer's striving and by using their ability, efficiency and skill they required. Motivation has become more important due to the officer strive, enthusiastic and creative to reach the maximum work productivity.