

ABSTRACT

The study is titled "The Influence of Leadership Style on Employee Performance Marine and Fisheries Agency of West Kalimantan Province" aims to find out which style of leadership that have a positive and significant impact on employee performance in the Department of Marine and Fisheries of West Kalimantan Province.

Leader, is a determining factor for the success or failure of the achievement of organizational goals both in business and in government. Quality leadership is a factor that will determine the success of the institution or organization concerned. A successful leader has the ability to manage the organization and to anticipate the changes and things that are critical: he was capable of performing corrections, capable of carrying and direct subordinates toward a predetermined target as planned and the length of time available to effectively and efficiently

This research method was survey research, ie research done on small or large populations, but data studied are the data of samples taken from the population. The population in this study is a permanent employee at the Department of Marine and Fisheries of West Kalimantan Province which consists of: Field Marine, Coastal and Small Islands and Supervision, Field of Capture Fisheries, Aquaculture Sector, Sector Processing and Marketing of Fishery, UPT LPPMHP Sei Rengas , UPT and UPT UPPI Sei Rengas UPIS Anjongan.

Analysis of the data used in this research that with the Multiple Linear Regression Analysis (Multiple Linear Regression). The results of research and testing hypotheses that have been obtained (data) is then processed by an analysis in accordance with the requirements of writing. For the purposes of analysis and testing hypotheses, data were statistically processed using the tool of SPSS 12.0. Before the data is analyzed, the data must mememnuhi terms of classical assumptions of normality test and test hypotheses.

Respondents to the highest democratic leadership style is that agreed at 50.00%, followed by a neutral at 17.41%. Then a row followed by the less agreed at 16.30%, amounting to 10.74% strongly agree and disagree only 5.56%. It can be concluded that the leadership styles used in the Department of Marine and Fisheries of West Kalimantan Province is a democratic leadership style.

Respondents against the autocratic leadership style is not agreed by 35.56%. This was followed by a less approving of 29.63%. In accordance with the general staff respondents disagreed with the autocratic leadership style, but the autocratic leadership style is still used in the Department of Marine and Fisheries of West Kalimantan Province, although a small portion.

Respondents to the Laissez-faire leadership style is less agreed by 31.85% and the next is not agreed sebesar 24.07%. It can be concluded that the Laissez-faire leadership style is not used in the Department of Marine and Fisheries of West Kalimantan Province.

Based on regression models which can be inferred diperoleh nlaka regression equation is $Y = 54.598 + 0.830 X1 + 0.448 X2 - 0.995 X3$. In the regression analysis obtained between independent variables and the dependent variable there is a linear hubungan can be seen from the F test results simultaneously obtained by calculating $F >$

F table dengan 1.328 significance value of F calculated $F = 0.276 > 0.05$. This berarti signifikansi level of 5% of independent variables namely Leadership Style Demokratis, autocratic and Laissez-flaire berpengaruh signifikan (real) secara simultan terhadap variabel Employee Performance.