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THE INFLUENCE OF POSITION'S COMPETENCY AND LEADERSHIP ON EMPLOYEES' PERFORMANCE THROUGH ORGANIZATIONAL CLIMATE AT THE REGIONAL FINANCIAL AND ASSESTMANAGEMENT AND REVENUE AGENCY OF KARO REGENCY

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ABSTRACT

Employees' performance at the DPPKAD (Regional Financial and Asset Management and Revenue Agency) of Karo Regency has not indicated any maximal achievement since there still many employees who make mistakes in carrying out their tasks. Besides that, they do not use their time appropriately which causes many tasks to be delayed. Therefore, many assignments do not achieve the target since the employees are not competent in completing their work. The objective of the research was to find out and analyze the influence of competence in position and leadership style on employees' performance with organizational climate as intervening variable in DPPKAD of Karo Regency. The population was 102 government employees at DPPKAD, and 82 of them were used as the samples. The data were gathered by conducting a survey with questionnaires and analyzed by using descriptive statistic method and inferential statistic analysis with path analysis. The result of the research showed that, simultaneously, competence in position and leadership style had positive and significant influence on organizational climate. Partially, position competence and leadership competence had positive and significant influence on organizational climate in DPPKAD of Karo Regency. Partially, organizational climate had positive and significant influence on employees' performance in DPPKAD of Karo Regency. Indirectly, competence in position had positive but insignificant influence on employees' performance through organizational climate in DPPKAD of Karo Regency. Indirectly, leadership had positive and significant influence on employees' performance through organizational climate in DPPKAD of Karo Regency.

Keywords: Competence , Leadership, Employees' Performance.