

# The Effect of Visionary Leadership on Study Program Performance in Lldikti IX Sulawesi

Firman Ali<sup>1</sup>, Idayanti Nursyamsi<sup>2</sup>, Sumardi<sup>3</sup>, Madris<sup>4</sup>

<sup>1</sup>Staff Institutional Service Institution IX Sulawesi

firmanaliawho@gmail.com

<sup>2</sup>Hasanuddin Universty, Indonesia

idayanti\_uh@yahoo.com

<sup>3</sup>Hasanuddin University, Indonesia

Sumardi\_uh@yahoo.com

<sup>4</sup>Hasanuddin University, Indonesia

[Madris\\_uh@yahoo.com](mailto:Madris_uh@yahoo.com)

**Abstract**-----The study program has an important role in improving the performance and behavior of lecturers and education personnel to realize the success of the study program, especially in providing better teaching services to students. Visionary leadership is expected to be able to provide advantages for study programs to continue to live and develop. This study aims to determine how much influence the visionary leadership has on the performance of study programs in providing learning and administrative services in LLDIKTI Sulawesi and Gorontalo. This type of research uses quantitative descriptive with the steps: porposional data collection and purposive sampling technique sampling, the instrument includes: questionnaire, observation, documentation, de with data analysis validity, reliability test, simple essay regr, correlation and t test, coefficient of determination. The research proves that the visionary leadership has a positive influence on the performance of the study program in teaching and administrative services in LLDIKTI with tcount (4.024) and a positive influence terhadap performance improvement study program in providing teaching and administrative services by 62, 4 %. Based on this, in improving the performance of the study program, the study program leader has an important role in creating the behavior of lecturers and education staff to provide good service to students through visionary leadership.

**Keywords**— Leadership Visionary, Performance Studies Program.

## I. INTRODUCTION

Human Resources in an organization has an important position in the implementation of organizational work processes in achieving goals. Humans in organizations become the main element compared to other resources. Although many factors affect the organization such as modern machines, strong capital, technology and sophisticated systems, but without humans to handle and manage it will not be meaningful for the development of the organization. Human resources that design and formulate all strategies and objectives of the organization. Expertise or competence to achieve its goals. one of them strategic leadership is the attitude of an individual who leads a variety of activities from a group towards a goal to be achieved together. Strategic leadership involves the ability of leaders to be able to manifest a clear vision and mission view in the organization, a leader who is very

intelligent in observing an event in the future and can describe his vision and mission clearly. He can arouse the enthusiasm of his members by using his motivation and his craftsmanship, to make an organization more lively, to move all the components in the organization, so that the organization can develop.

The quality of the leader is often seen as the most important factor of an organization's success or failure. So that the issue of strategic leadership is a factor that attracts attention. This will bring consistency that every leader is obliged to pay serious attention to fostering, mobilizing, directing all the potential employees in his environment in order to realize the volume and workload directed to the goal. When leaders show good leadership, elements of the organization will have the opportunity to learn the right behavior to deal with their work. Success or failure to carry out tasks is determined by strategic

leadership, because the position of leader dominates all activities carried out, and is an inseparable element and occupies a very important position in an organization. in the implementation of statutory provisions. Increasing the administration of education that is efficient and effective will support the achievement of financial efficiency, meaning that when public services are provided by the service provider to the party served in accordance with simple conditions or the mechanism or procedure is not complicated, it will reduce costs or burdens for the service providers and also the recipient of service.

Standard Operating Procedure (SOP) The implementation of education is a benchmark that must be considered as a reference and can be implemented by the study program. Rules and Standard Operating Procedures (SOP) that have been made into benchmarks and guidelines for organizing study programs. But in reality, the rules and service standards that must be provided are still underestimated by certain elements so that the existing SOPs are only displayed, but their implementation or application is still lacking in attention, this is a pathology in conducting education which will lead to the practice of KKN. So the problem now is that the rules that have been made have not been able to implement them. In his words, the organizer of education was shown to create the tridharma function of tertiary institutions. A good study program requires that the organizers must be able to take responsibility and account for their attitudes, behavior and policies to the community as the recipient of consumers. For this purpose, strategic leadership is needed in order to be able to create professional apparatuses to optimize the implementation of their main tasks and functions and to be supported by a spirit of service-oriented service in providing education, services, and community empowerment.

The reality in the field is still widely seen that education service providers that are carried out by study programs often ignore or even disappoint the community in asking for services. Too many rules and service procedures are too rigid, convoluted, costs and time are not clear, there are no SOPs / they are not implemented, and there are

conditions that are not connected / rational. To obtain simple services, the community must be faced with a convoluted process.

Events like this have become a culture in the community, so that people become less trusting and lazy to deal with conditions like this. The crisis of public confidence in the study program is certainly not unreasonable. Visionary or professional leadership has a code of ethics that serves as a guideline for carrying out their duties. The problem that arises in the field is its enforcement. The code of ethics is only read at the oath of office, the next day it just disappears without supervision. So that the role of the leader will be influential in creating a quality work ethic by providing direction of motivation and coaching to subordinates to be able to work cleanly, serve professionally and try to increase public confidence in the study program. By creating potential Human Resources (HR), they will be able to have professional competency quality, thus the quality of professional competency becomes an important and reasonable aspect in every transaction.

## II. RESEARCH METHODS

The research conducted is a quantitative descriptive research. Determination of the research sample using purposive sampling to obtain *explanatory research*. The research sample of 289 study programs using the Regression analysis method. Data collection techniques performed by researchers are questionnaires and documentation.

## III. ANALYSIS AND DISCUSSION

Simple Linear Regression Analysis Simple linear regression analysis is used to find out the magnitude of the influence of leadership leadership on the performance of study programs in providing educational services in LLDIKTI IX Sulawesi and Gorontalo. The regression test results are known in the following table:

Table 1. Simple Linear Regression Test Results Between Visioner Leadership and Study Program Performance

Coefficients <sup>a</sup>					
Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	29,847	12,362		5,414	0,000
X	1,381	0,482	0,790	4,024	0,004

Dependent Variable: SUM\_x1

By looking at table 1. a simple linear regression equation can be made as follows:

$$Y = 29,847 + 1,381X$$

From the results of the simple regression equation above it can be seen that in a constant state the study program performance variable (Y) will rise by 29,847 from the beginning. The coefficient value for the variable of 1.381 indicates that the independent variable of visionary leadership has a positive influence on the performance of study program employees (Y) in LLDIKTI IX Sulawesi and Gorontalo because the value is not negative. This implies that if the increase in the independent variable of visionary leadership, the

Table 2. Test Results t

Model	T Hitung	T Tabel	Sig.
1 (Constant)	5.414	1.753	0,000
Leadership (X)	4.024	1.753	0,004

Source: Primary data processed, 2019

Based on table 2, it was found that visionary leadership had an influence on the performance of the study program in providing educational services according to LLDIKTI IX in Sulawesi and Gorontalo with tcount(4.024)>table (1.753) or receiving H1. While it is also known that there is a significant influence between the leadership of the questionnaire on the performance of the sig value study program . (0.004) <(0.050).

Table 3. Determination Coefficient Results ( R<sup>2</sup>)

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	0,790 <sup>a</sup>	0,624	0,581	0,24118

Predictors: (Constant), X

Source: Primary data processed, 2019

Based on the table above it appears that the R value of 0.790 or 79, 0 % which shows the relationship between the dependent variable to the strong independent variable. While R Square of 0.624 indicates that a large presentase variations influence leadership visioner on the performance of the study program in providing administrative services in the Village Bed & Breakfast District of BatuBatu by 62, 4 %. It can be said that the independent variable is strong enough to influence the dependent variable, while the rest is influenced by other variables not examined.

dependent variable and the performance of the study program will increase by 1,381. Based on the regression equation it is concluded that visionary leadership has a positive effect on the performance of study programs in providing educational services in LLDIKTI IX Sulawesi and Gorontalo , so that they receive H1. T test (Partial) T test was conducted to find out the magnitude of the influence of the leadership of the questionnaire on the performance of the study program in providing educational services in LLDIKTI IX Sulawesi and Gorontalo , while the value of the influence of the independent variables on the dependent variable can be seen in the following table

#### Coefficient of Determination ( R<sup>2</sup>)

Test the coefficient of determination ( R<sup>2</sup>) for men getahui percentage of influence leadership visioner on the performance of the study program in memberikan educational services in at LLDIKTI IX Sulawesi and Gorontalo , the data presented in the following table:

#### IV. DISCUSSION

The results of the study prove that visionary leadership has a positive influence on the performance of study programs in providing educational services in LLDIKTI IX Sulawesi and Gorontalo with tcount (4,024). It is known that there is an influence of visionary leadership on increasing the performance of study programs in providing educational services by 62.4% , this is known from the heads of study programs who have provided services on time, are responsible for providing services and have ethics when providing services. Visionary leadership is able to

influence others through the process of communication and direction that directs both within the organization and outside the organization to achieve the desired goals in any situation and condition. Visionary leadership reflects a process, whereby LLDIKTI IX Sulawesi and North Sumatra influence the study program, by providing guidance and facilitating activities and relationships within an organization. As explained by Ali (2013), stated that visionary leadership is a person's ability to influence others with five strategies, namely specific, measurable, achievable, relevant and timed.

In the present study found a positive influence between leadership visioner on the performance of the study program, which means that the better the visionary leadership applied by a pemimpin in a course maka the better the performance of the study program. Conversely the lower the visionary leadership applied by a leader in an organization, the worse the performance of the study program. The visionary leadership implemented by the LLDIKTI IX Sulawesi and Gorontalo study programs, namely the leadership is able to calm the work atmosphere, provide support in working, perform a calm attitude in critical situations, be able to make appropriate decisions, make participation or push to achieve goals and the leader does provide motivation to work better in providing good educational services to the community.

The improvement of good education services is inseparable from the existence of a firm leader so that he is able to make the right decisions to improve the services provided to the community. Based on RI Law No. 25/2009, it is explained that educational services as an activity or series of meeting the needs provided to the community, so the services provided must pay attention to the public interest, equality of rights, professionalism, participation, transparency, accountability, timeliness, speed, convenience and affordability. If some aspects are felt by the public who get service courses di LLDIKTI IX Sulawesi and Gorontalo the visionary leadership duties menciptakan declared successful in the early performance of the study program quality, especially in Sulawesi and Gorontalo LLDIKTI IX.

Based on the explanation, it can be understood that the principles in providing education services are simple, straightforward, easy to understand and easy to implement; clarity of technical and administrative requirements, details and procedures for payment, accuracy in which services can be received correctly, correctly and lawfully; security where processes and products provide a sense of security and legal certainty: responsibility, service

management leaders in this case designated study programs are responsible for service providers and problem solving; completeness of infrastructure, availability of work facilities and infrastructure, work equipment and other supporting facilities including telecommunications and information technology.

## V. CONCLUSION

The implementation of visionary leadership in the study programs at LLDIKT encourages Sulawesi IX and Gorontalo to succeed. Because visionary leadership is able to explain his vision clearly formulated in his missions into the objectives of the study program, visionary leadership has very high integrity, he is an example of future leadership. He can also protect his subordinates well if there are difficulties. The biggest failure of the study program is from a leader, he cannot formulate his vision into the mission of the study program. And most of the strategic leadership of the study program is not responsible for the vision and mission he made.

Visionary leadership has several advantages in competence so that it qualifies as a leader compared to other ordinary members. Because with these advantages authoritative and obeyed by all elements of the organization. Especially the advantages in the field of morals and morals, fighting spirit, sharpness of intelligence, sensitivity to the environment, and perseverance. It also has high personality integrity so that it becomes mature, responsible, and immoral.

## REFERENCES

- [1] Anwar Prabu Mangkunegara. (2014). HR Performance Evaluation". Bandung: RefikaAditama. Anwar Prabu Mangkunegara. 2003.
- [2] HR planning and development. Bandung: Publisher Refika Aditama.
- [3] Burt Nanus (2001). Visionary Leadership, Jakarta: Prenhalindo.
- [4] Creswell, JW 2014. Research Design Qualitative, Quantitative, and Mixed Approaches. Yogyakarta: Student Library.
- [5] Dawes, J. (2004), "Assessing the impact of a very successful price promotion on brands, categories and competitor sales", *Journal of Product & Brand Management*, Vol. 13 No. 5, pp. 303-314. <https://doi.org/10.1108/10610420410554395>
- [6] DwiSetyorini (2008). The Role of Leaders in Cultural Embodiment, <http://www.unika.ac.id>
- [7] Drucker, PF (1996). The Leader of the Future, New York: The Drucker Foundation.

- [8] Fiedler, FE (1967). A Theory of Leadership Effectiveness, USA: McGraw-Hill.
- [9] Gary Dessler (1997). Human Resource Management, USA: Prentice Hall.
- [10] Huang, H. , Chang, Y. , Yeh, C. and Liao, C. (2014), "Promote the price promotion", *International Journal of Contemporary Hospitality Management* , Vol. 26 No. 7, pp. 1065-1082. <https://doi.org/10.1108/IJCHM-05-2013-0204>
- [11] Jakob Edler, Daniela Frischer, Michaela Glanz, Michael Stampfer , 2014 . Organizational Transformation and Scientific Change: The Impact of Institutional Restructuring on Universities and Intellectual Innovation , ISBN: 978-1-78350-684-2, eISBN: 978-1-78350-683-5, ISSN: 0733-558X
- [12] Ken Blanchard (2012). Empowerment (Take More Than a Minute), Yogyakarta: Amara Books.
- [13] M Teguh, et al. (2017). Basic Islamic Leadership Training, Yogyakarta: UII Press.
- [14] Muhammad SyukriSalleh, 2013, Strategizing Islamic Education, *International Journal of Education and Research*, Vol. 1 No. June 6, 2013.
- [15] Nawawi, Ha from and M. Martini Hadari. 2018 . Effective leadership. Yogyakarta : Gajah Mada University Press
- [16] Republic of Indonesia Law Number 44 Year 2018 & Republic of Indonesia Government Regulation Year 20 18 Regarding Education Organization
- [17] Paul Hersey, Ken Blanchard (1982). Management of Organizational Behavior, USA: Prentice Hall.
- [18] Pakde Sofa (2018). Understanding Leadership, <http://massafa.wordpress.com>
- [19] Secundo, G. , Elena-Perez, S. , Martinaitis ,. and Leitner, K. (2015), "An intellectual capital maturity model (ICMM) to improve strategic management in European universities", *Journal of Intellectual Capital* , Vol. 16 No. 2, pp. 419-442. <https://doi.org/10.1108/JIC-06-2014-0072>
- [20] Xia, L. and Bechwati, N. (2017), "The impact of price promotions on checkout donations", *Journal of Product & Brand Management* , Vol. 26 No. 7, pp. 734-749. <https://doi.org/10.1108/JPBM-11-2016-1359>