Leadership Behavior on Employee Performance During the Covid-19 pandemic Government of Patobong Village, South Sulawesi Province Indonesia.

Abstract: The Effect of Leadership Behavior on Employee Performance During the Covid 19 Pandemic Government of Patobong Village, South Sulawesi Province.The purpose of this study was to determine the effect of leadership behavior simultaneously on the performance of Patobong Village government employeesduring the covid 19 pandemic and to determine the effect of leadership behavior partially on the performance of Patobong Village government employees.The analytical method used in this study is quantitative analysis to see the level of relationship between leadership behavior variables on employee performance while the parametric method used is multiple regression analysis to see the magnitude of the influence between leadership behavior variables on employee performance. Based on the results of simultaneous and partial hypothesis measurements, leadership behavior has a positive and significant impact on the performance of Patobong Village government employeesduring the covid 19 pandemic. Based on the results of research on processing multiple linear regression data through the SPSS IBM 23 application it is known that leadership behavior (X) on employee performance (Y) obtained a number of 0.478 which indicates that the ability of the independent variable to predict the dependent variable is 47.8 %. thus increasing leadership behavior will increase employee performance in the Patobong Village government. while 52.2% is influenced by other factors not examined by the author. but the coefficient of determination shows 47.8% so that the value of the coefficient of determination increases, it is necessary for employees to collaborate and improve teamwork in creating good quality work and maintaining flexible leadership behavior without being limited by position levels formal and of course applying the culture of local wisdom Bugis Tribe, namely sipakainge, sipakalebbi and sipakatau so that a good working relationship is established in realizing the Vision and Mission of a good Village Government.

Keywords: Leadership Behavior, Performance.

1. INTRODUCTION

Human resources have a major role in every activity and will determine the success of implementing company activities. Its existence is so important that companies or agencies must maintain it. As a valuable asset (human capital) it must receive primary attention from agencies, especially leaders, so that the work or performance of employees can be achieved (Hasibuan, 2016).Leaders are required to improve the quality of human resources (HR) as a form of improving employee performance which is a determinant of organizational success in achieving its goals. Good organizational performance is needed in order to realize the vision and mission of the organization. Dessler said the quality of human resources can be measured by employee performance or productivity.(Arifai et al., 2020). Employee performance is a synergy of a number of factors, namely internal employee factors, organizational internal environmental factors and organizational external environmental factors. Employee internal factors synergize with organizational internal environmental factors and organizational external environmental factors in influencing employee work behavior which will then affect the performance of the employee concerned.

Based on initial observations, the performance of employees at the Patobong Village office is quite good, so it still needs to be improved. This increase must be supported by all aspects of the organization, both leaders, employees and interested parties so that the expected goals of service satisfaction to the community can be achieved. The expected excellent service has not been achieved especially during the current Covid-19 Pandemic.

Many changes have occurred since the world experienced the impact of the Covid-19 Pandemic, especially at the Patobong Village Office. This change also has an impact on the achievement of work results or employee performance. Changes to work systems such as the implementation of Large-Scale Social Restrictions (PSBB) which require limiting certain activities in service to the population or the community in order to prevent possible contamination must be complied with. Although limited, they are still required to provide services in order to achieve service satisfaction as a measure of performance.

Changing the limited service system by prioritizing health protocols has become a new habit (new normal). All aspects in it must comply with regulations so that the work system can continue to be carried out. This is where the role of a Village Head as a leader in leading his institution. Firmness and high discipline must be upheld in carrying out its activities. Leaders must provide direction and example for employees and the community so that they are still served but not become the cluster that causes the spread of the Covid-19 virus.

Effective leadership must provide direction such as training, guidance, support and rewards for the efforts of all employees in achieving the goals of government agencies. One of the leader's behaviors is motivational, which means providing motivation to subordinates so that subordinates become satisfied and have an impact on improving employee performance. Good leadership is leadership that is able to turn something potential into reality, namely government agencies and all employees and leadership as a basis for external motivation to keep their goals harmonious (Siagian, 2015)

The guidelines for the implementation of the work system set by the central and regional governments form the basis for implementing services for the community in Patobong Village. One of them is the distribution of working hours (shifts) which are applied to employees on certain days so that services do not pile up.

Restrictions on services provided to the community will be difficult to achieve the expected performance. This is what the author is interested in researching about changes in the behavior of the Head of Patobong Village as a leader in his area during the Covid-19 Pandemic in an effort to improve the performance of his employees.

This is supported by research conducted by Arifai (2015) showing that leadership behavior has a positive and significant influence on the performance of Makassar City Industry and Trade Service employees. Suprapta's research (2015) also showed results that partially the leadership behavior variable had a positive and significant influence.

2. LITERATURE REVIEW

1. Human Resources

Hasibuan (2016), Defining Human Resource Management (HR) is a field of management that specifically studies human relationships and roles in corporate organizations. The functions of human resources show the tasks and obligations carried out by large and small organizations in the context of procuring and coordinating human resources, namely:

a. Human resource planning, recruitment, and selection
b. Human Resource Development
c. Compensation and benefits
d. Employees and labor relations
e. Health and safety
f. Human resources research

According to Hasibuan (2016) suggests that there are several human resource management functions, namely:

a) Planning (Human Resource Planning)
   Planning the workforce effectively and efficiently to suit the needs of the company in helping to achieve goals.
b) Organizing
   Activities to organize all employees by determining the division of labor, work relations, delegation of authority, integration, and coordination in the organization chart (organization chart).
c) Directing
   Activities directing all employees, so they want to work together and work effectively and efficiently in helping to achieve the goals of the company, employees, and society.

d) Controlling

Activities control all employees to comply with company regulations and work according to plan.

e) Procurement

The process of withdrawal, selection, placement, orientation, and induction to get employees that match the company's needs.

f) Development (Depellovement)

The process of improving the technical, theoretical, conceptual and moral skills of employees through education and training

g) Compensation

Providing direct and indirect remuneration, money or goods to employees as compensation for services provided to the company.

h) Integration

Activities to unite the interests of the company and the needs of employees, in order to create harmonious and mutually beneficial cooperation.

i) Maintenance

Activities to maintain or improve the physical, mental and loyalty conditions of employees, so that they continue to work together until retirement.

j) Discipline

It is the most important HRM function and the key to achieving goals because without good discipline it is difficult to achieve maximum goals. Discipline is the desire and awareness to comply with company regulations and social norms.

k) Termination (Separation)

Termination of employment relationship of a person from a company. This termination is caused by the wishes of the employee, the desire of the company, the work contract ends, retirement, and other causes.

2. **Leadership Behavior**

According to Umam (2016), there are three kinds of leadership, one of which is behavior theory which bases its assumption that leadership must be seen as a relationship between people, not as the traits or characteristics of an individual. Behavioral theory, which is also called humanistic theory, places more emphasis on the model or style of leadership carried out by a leader.

The success of a leader is largely determined by the leader's ability to relate and interact with all of its members. In other words, this theory is very concerned about the leader's behavior as an action and the response of the group that is led as a reaction.

Rivai (2015) argues that leadership is a process of influencing in determining the organization, motivating the behavior of followers to achieve goals, influencing to improve the group and its culture.

Leadership abilities and skills in briefing are important factors. If the agency/organization can identify the qualities related to leadership, the ability to select effective leaders will increase. If the organization can identify effective leadership behaviors and techniques, the development of personal effectiveness within the organization can be achieved.

3. **Leadership Types**

Umam (2016) classifies leadership types into five main types, namely:

a. Autocratic Leadership Type. This type assumes that leadership is a right. The characteristics of this type of leader are:

1. Regards the organization as private property

2. Seeing subordinates as mere tools

3. Do not want to accept criticism, suggestions, and opinions

4. Too dependent on formal authority

5. In their act of mobilization, they often use an approach that contains elements of coercion and is punitive (punitive).

b. Militaristic Leadership Type This type is not the same as a leader in a military organization. The characteristics of this type of leader are:

1. Often uses the command system in moving his subordinates

2. Enjoys excessive formality

3. Demands high and rigid discipline from subordinates

4. It is difficult to accept criticism from subordinates

5. Enjoys ceremonies for various events and circumstances.

c. Fathernistic Leadership Type. This type is fatherly in moving subordinates, sometimes the approach is done sentimentally. The general characteristics of this type of leader are:

1. Regards his subordinates as immature human beings.

2. Being overprotective of subordinates

3. Rarely gives subordinates the opportunity to make decisions. Therefore there is rarely delegation of authority.

4. Rarely gives opportunities to his subordinates to develop creative power initiatives.

5. Often thinks himself omniscient.

d. Charismatic Leadership Type. this typecharacterized by a leader who has enormous traction and because of this, generally has a very large number of followers. Due to a lack of knowledge about the reasons why someone becomes a charismatic leader, it is often said that such a leader is endowed with supernatural powers.

e. TypeDemocratic Leadership. The type of democratic leadership that is considered the best of all existing types of leadership. This is because this type of leadership always prioritizes group interests over individual interests. The characteristics of this type of leader are:

1. In the process of moving subordinates, the starting point is always the opinion that humans are the noblest creatures in the world.

2. Always trying to align personal interests and goals with the interests of the organization. Enjoys receiving suggestions, opinions and even criticism from his subordinates.

3. Tolerate subordinates who make mistakes and provide education to subordinates so they don't make mistakes by not reducing the creativity, initiative and initiative of subordinates.

4. More emphasis on cooperation in achieving goals.

5. Always trying to make his subordinates more successful than him.

6. Trying to develop his personal capacity as a leader and so on. From the characteristics that must be possessed by a democratic type leader, it is clear that it is not easy to become a democratic leader.

4. Leadership Behavior Indicators

Siagian (2015) suggests that the indicators of leadership behavior are as follows:

a. exemplary

Exemplary is a trait that must be owned by a leader. If a leader is able to show his example then anyone who becomes his follower will obey and there is no doubt to always obey him.

b. Discipline Discipline that has been tested is not just a trait but is already a disciplinary behavior and this is shown directly by the leader.

c. Motivating ability

Motivating subordinates directly or indirectly, awakens the potential of the person, so that he tries to achieve personal and organizational goals effectively and efficiently.

d. Ability to communicate

In essence, the leader according to his role he will convey his ideas to his subordinates, to convey this must be supported by the ability to convey effectively, regarding the ability to convey effectively.

e. Decision-making

The ability to make quality decisions is also a form of leadership behavior. The decision-making process concerns the events that lead to the election and afterward, while a decision means to decide, that is, to determine a particular choice or course of action.

Based on the description above, it can be concluded that leadership behavior isspecific actions of a leader in directing and coordinating the work of group members to achieve the goals set.

5. Performance

a. Definition of Performance

Rivai and Jauvani (2015), said that performance is a real behavior displayed by everyone as work performance produced by employees according to their role in the company. Based on this description, it is revealed

that the work results achieved by an employee in carrying out a job can be evaluated for the level of employee performance, then the employee's performance must be determined by achieving targets during the period of time achieved by the organization. Performance is the result of work that has a strong relationship with the organization's strategic goals, customer satisfaction, and contributes to the economy.

Wibowo (2011), said performance comes from the notion of performance which is interpreted as a result of work or work performance. The results of an organization's work are obtained from a series of activities carried out in the form of managing organizational resources and the process of implementing work. Performance is basically what employees do and don't do. Employee performance influences how much they contribute to the organization, which includes output quantity, output quality, output time, attendance at work, and cooperative attitude.

Melvani (2012) states that the term performance comes from the word job performance or actual performance, while what is meant by performance is the result of work in quality and quantity achieved by an employee in carrying out his duties in accordance with the responsibilities given to him. Usman (2009), says performance is an effort made from work results that can be achieved by a person or group of people in an organization in accordance with their respective authorities and responsibilities in order to achieve the goals of the organization concerned legally, not violating the law and in accordance with morals and ethics.

According to Mangkunegara (2005) said there are standard aspects of work consisting of quantitative aspects and qualitative aspects including:

1. Quantitative aspects, namely:
   a. work processes and working conditions,
   b. The time spent or the duration of carrying out the work,
   c. The number of errors in carrying out the work, and
   d. Number and type of service provision at work
2. Qualitative aspects, namely:
   a. Accuracy of work and quality of work,
   b. level of ability in work,
   c. Ability to analyze data/information
   d. Ability/failure to use machine/equipment, and
   e. Ability to evaluate (public consumer complaints/objections).

b. Performance Measure

According to Robbins (2006) there are five factors that need to be considered to measure the performance of individual employees, namely:

1. Quality, Quality of work is measured by employee perceptions of the quality of the work produced and the perfection of tasks on the skills and abilities of employees.

2. Quantity, Is the amount generated expressed in terms such as the number of units, the number of activity cycles completed.

3. Punctuality, Is the level of activity completed at the beginning of the stated time, seen from the point of coordination with the output results and maximizing the time available for other activities.

4. Effectiveness, Is the level of use of organizational resources (energy, money, technology, raw materials) is maximized with the intention of increasing the results of each unit in the use of resources.

5. independence, Is the level of an employee who will be able to carry out their work functions.

c. Performance assessment

Performance appraisal is an achievement evaluation process carried out by leaders systematically based on the work assigned to them. Performance appraisal is an important task for government agencies to determine the performance of their employees

According to Rivai (2015) performance appraisal refers to a formal and structured system that is used to measure, assess, and influence work-related traits, behavior, and results, including absenteeism levels. Thus, performance appraisal is the result of work within the scope of responsibility. Employee performance is work performance, namely the comparison between work results that can be seen in real terms with predetermined work standards. Robbins (2006) defines performance, namely a result achieved by employees in their work according to certain criteria that apply to a job. Employee performance is something that is achieved by employees, work performance is considered by employees, work ability related to the use of office equipment.

Mangkunegara (2005), defines performance as the result of work both in quality and quantity achieved by an employee in carrying out tasks in accordance with the responsibilities given to him. Aspects for measuring employee performance can be seen, among others: a. Quality of work, b. Honesty, c. Initiative, d. Presence, e.g. Attitude, f. Cooperation, g. Reliability, h. Knowledge of work, i. Responsibilities j. Time utilization.

6. Employee Performance Indicators

Employee performance indicators, namely in government regulation number 10 of 1979 concerning the evaluation of the implementation of civil servant work, are as follows:

a. Loyalty, namely determination and ability to obey, implement, and practice something that is obeyed with patience and responsibility.

b. Work performance, namely the results of work achieved by employees in carrying out the tasks assigned to them.

c. Responsibility, namely the ability of employees to do the work assigned to them as well as possible and on time, and dare to take risks for the decisions that have been taken.

d. Compliance, namely the ability of employees to comply with all applicable laws and official regulations.

e. Honesty, namely the sincerity of employees in carrying out and the ability not to abuse the authority they carry.

f. Collaboration, namely the ability of employees to cooperate with others in carrying out their duties.

g. Initiative, namely the ability of employees to make decisions on steps or carry out all the necessary actions in carrying out basic tasks without waiting for orders from superiors.

h. Leadership, namely the ability to influence other people so that they can be directed optimally to carry out tasks.

3. METHOD

A. Method of collecting data

Data collection techniques in this study by distributing questionnaires. According to Sugiyono (2020) a questionnaire is a data collection technique that is carried out by giving a set of questions and written statements to respondents to answer. The questionnaire used in this study is closed because the answers have been provided. The measurement of the research variable used is the Likert Scale which measures attitudes, opinions, and perceptions of a person or group of people about social phenomena through data collection methods using questionnaires which are distributed directly to respondents atemployee of the Patobong Village office, Pinrang Regency. With a Likert Scale, the measured variables are translated into indicators. These are used as a starting point for compiling instrument items which can be in the form of statements. The answers to each instrument item using a Likert scale have a gradation from very positive to negative. As for scoring in several categories of answers on the Likert scale, namely:

Table 1. Scoring of Respondents' Answers

No.	Respondent's answer	Score
1	Strongly agree	5
2	Agree	4
3	Doubtful	3
4	Don't agree	2
5	Strongly Disagree	1

Source: Sugiyono (2020)

B. Data Types and Sources

1. Data Type

The type of data used in this study is quantitative data which is the score or value of the respondents' answers to the statements in the questionnaire.

2. Data source

Source of data used in research is primary data. Primary data is data obtained or collected from the research itself. The data was obtained through a questionnaire in the form of a statement submitted by the researcher where

C. Population and Sample

1. Population

According to Sugiono (2020) that population is a generalized area consisting of objects/subjects that have certain qualities and characteristics set by researchers to study and draw conclusions. The population is all the objects that are used as observations for sampling. The population in this study were Patobong Village Government Employees, Mattiro Sompe District, Pinrang Regency, totaling 60 people.

2. Sample

According to Sugiono (2020) the sample is part of the population to be studied, seen as an estimate of the population. The sampling method used is saturated sampling method for all government employees of Patobong Village, Mattiro Sompe District, Pinrang Regency. Thus the number of research samples 60 employees.

D. Analysis Method

1. Instrument Test

a. Validity test

A measurement has high validity if the instrument can carry out its measurement function and provide measurement results that are in accordance with the purpose of carrying out the measurement. According to Siagian (2015) testing all instrument items in each variable can be done by looking for differentiating scores for each item from groups that give high answers and low answers, according to the number of respondents present. The validity test tool uses a correlation coefficient with a significant level of 0.05 or 0.01.

b. Reliability Test

According to Siagian (2015) the reliability test is the extent to which a measurement can be trusted, meaning that if several times the measurement is carried out on the same group of subjects, relatively the same results are obtained, as long as the aspects of the subject being measured have not changed. Reliability concerns the accuracy, consistency and stability of measuring instruments/questions that are used consistently or not. The reliability test was carried out on question items that already had validity. This reliability test uses the Alpha Cronbach technique. If the alpha value > 0.6 means the instrument data is reliable.

2. Classic assumption test

The classical assumption test is a statistical requirement that must be met in multiple linear regression analysis based on ordinary least squares (OLS). The classic assumption test that is often used is the normality test, multicollinearity test, heteroscedasticity test, autocorrelation test and linearity test. (Siagian 2015).

a. The Normality Test is to see whether the residual values are normally distributed or not. A good regression model is to have normally distributed residual values.

b. Multicollinearity test is to see whether or not there is a high correlation between the independent variables in a multiple linear regression model.

c. The heteroscedasticity test is to see whether there is an unequal variance from one result to another observation. Regression models that meet the requirements are those where one observation to another is fixed or is called homoscedasticity.

d. Linearity test is a test used to see whether the model built has a linear relationship or not

3. **Multiple Linear Regression Analysis**

This researchusing the analytical method of multiple linear regression analysis, to measure the effect of the independent variable on the dependent variable, namely employee performance as the dependent variable (Y) and leadership behavior as the independent variable (X). The research regression equation model is as follows:

$$Y = a + bX + e$$

Information :

Y   = PerformanceEmployee

a   = Constant

b1   = Variable Regression Coefficient

X   = Leadership Behavior

e   = Err

a. F Test (Simultaneous)

The F test is used to measure the significant effect of all the independent variables together on the dependent variable. The significant level used is 5%. The result of the calculated F value is greater than the t table value, meaning that Ho is rejected and Ha is accepted, this means that all independent variables significantly affect the dependent variable. In simultaneous estimation the F test is used which is analyzed using the Analysis of Variance table.

b. t test (Partial)

The t test is used to measure the significant effect of each independent variable partially on the dependent variable. You do this by comparing the value of t count with t table. If the calculated t value is greater

than the t table value with a significance of 5%, then Ho is rejected and Ha is accepted, which means that the independent variable partially has a very significant influence on the dependent variable. Sugiono (2020).

c. Coefficient of Determination

*Adjusted R square*is the R square that has been adjusted for this value is always smaller than the R square of this number can have a negative price, that for regression with more than two independent variables Adjusted R2 is used as the coefficient of determination.If R^2 is obtained close to 1 (one), then it can be said that the model is getting stronger in explaining the variation of the independent variable on the dependent variable. Conversely, if (R2) is getting closer to 0 (zero), the weaker the variation of the independent variable on the dependent variable. (Sugiyono 2020).

Table 2 Guidelines for Interpreting Correlation Coefficient Values

intervals	Relationship Level
0.00 - 0.199	Very weak
0.20 - 0.399	Weak
0.40 – 0.599	Currently
0.60 – 0.799	Strong
0.80 – 1.000	Very strong

Source: Sugiyono (2020)

E. Operational definition

a. Leadership Behavior (X)

Patobong Village Government Leadership Behavior is a behavioral norm that is used to influence behavior that aims to align perceptions among employees, and is able to create harmony between employees in achieving goals to the fullest, including indicators namely exemplary, discipline, motivational abilities, communication skills, decision making (Siagian 2015)

b. Employee Performance (Y)

The definition of Patobong Village Government is the improvement of good employee performance including indicators namely loyalty, work performance, responsibility, obedience, honesty, initiative, leadership. (Government Regulation Number 43 of 1979).

4. RESULTS

1. EducationTable 3 Education

Education

		frequency	percent	Valid Percent	Cumulative Percent
Valid	SENIOR HIGH SCHOOL	34	56.7	56.7	56.7
	Bachelor degree)	26	43.3	43.3	100.0
	Total	60	100.0	100.0	

Based on table 3 it is known that the number of respondents in the education category were 34 people with high school education and 26 people with bachelor's degrees.

2. Age Table 4 Age of Respondents

Age

		frequency	percent	Valid Percent	Cumulative Percent
Valid	30-40	32	53.3	53.3	53.3
	20-29	26	43.3	43.3	96.7
	41-50	2	3.3	3.3	100.0
	Total	60	100.0	100.0	

Based on table 4, it is known that the ages of the respondents were 32 people aged 30-40, and 26 people aged 20-29 and also 2 people aged 41-50.

3. GenderTable 5 Gender of Respondents

Gender

	frequency	percent	Valid Percent	Cumulative Percent
Valid Man	32	53.3	53.3	53.3
Woman	28	46.7	46.7	100.0
Total	60	100.0	100.0	

Based on table 5it shows that the research respondents were 32 men (53.3%) and 28 women (46.7%).

4. Instrument Test

The research instrument in this study was a questionnaire distributed to respondents to find data related to this study, using the following test instruments:

a. Validity test

A measurement has high validity if the instrument can carry out its measurement function and provide measurement results that are in accordance with the purpose of carrying out the measurement.

According to Sugiyono (2004: 143) testing all instrument items in each variable can be done by looking for differentiating scores for each item from groups that give high answers and low answers, according to the number of respondents present, in this study the number of respondents was 45 people.

b. Reliability Test

According to Azwar (1992: 54), the reliability test is the extent to which a measurement can be trusted, meaning that if several times the measurement is carried out on the same group of subjects, relatively the same results are obtained, as long as the aspects of the subject being measured have not changed.

Reliability concerns the accuracy, consistency and stability of measuring instruments/questions that are used consistently or not. The reliability test was carried out on question items that already had validity. This reliability test uses the Alpha Cronbach Technique. If the alpha value > 0.6 means sufficient reliability.

Results of the Discussion of Testing the Validity and Reliability of Respondents' Answers from the Makassar City Trade Office:

1. Validity and Reliability Test

The research data that has been collected is then processed to test the quality of the data in the form of validity and reliability tests. From the results of the validity test carried out with the help of the IBM version of the SPSS 21 program, it shows that the Pearson Moment correlation coefficient for each item statement item with the total score of Leadership Behavior (X) and Employee Performance (Y) variables.

The following is a table of validity test results on leadership behavior and employee performance:

Table 6 Leadership Behavior Validity Test Results (X)

No.	Total Item Correlation Coefficient	Critical Number	Information
1	0.771	0.238	Valid
2	0.884	0.238	Valid
3	0.886	0.238	Valid
4	0.838	0.238	Valid
5	0.838	0.238	Valid
6	0.744	0.238	Valid
7	0.684	0.238	Valid
8	0.820	0.238	Valid
9	0.713	0.238	Valid
10	0.876	0.238	Valid

Source: Results of data processing

Based ontable 7 it is known that 10 statement items obtained valid results, thus all statement items can be trusted and are worthy of research.

Table 7 Employee Performance Validity Test Results (Y)

No.	Total Item Correlation Coefficient	Critical Number	Information
1	0.938	0.238	Valid
2	0896	0.238	Valid
3	0936	0.238	Valid

4	0.800	0.238	Valid
5	0.681	0.238	Valid
6	0.945	0.238	Valid
7	0.873	0.238	Valid
8	0821	0.238	Valid
9	0.881	0.238	Valid
10	0.838	0.238	Valid
11	0.759	0.238	Valid
12	0.925	0.238	Valid
13	0.918	0.238	Valid
14	0.903	0.238	Valid

Source: Results of data processing,

Based on table 7, it is known that 14 statement items obtained valid results, thus all statement items can be trusted and are worthy of research.The results of the validity test carried out were that each item from each questionnaire was legal/valid/appropriate for testing the variables in this study.

Table 8 Reliability Test Results

Variable	Alpha	Information
Leadership Behavior	0.781	Reliable
Employee Performance	0.777	Reliable

Source: Results of data processing.

The results of the reliability test calculation show that a construct produces a Cronbach Alpha (α) value for each variable greater than 0.6, meaning that the reliability is sufficient (sufficient reliability), so that all items can be declared reliable and all tests are internally consistent. Below are presented the results of reliability test calculations in tabular form for each variable (variables X and Y). The results of the reliability test carried out show that the questionnaire as a measuring instrument can be used to measure the variables in this study.

2. **Classic assumption test**
   a. **Normality test**

The normal distribution test is a test to measure whether the data obtained has a normal distribution so that it can be used in parametric statistics (inferential statistics). In other words, the normality test is a test to find out whether the empirical data obtained from the field conforms to a certain theoretical distribution.

Table. 9 Normality Test Results

One-Sample Kolmogorov-Smirnov Test	Unstandardized Residuals
asymp. Sig. (2-tailed)	0.000

Source: Results of data processing.

Based on table 9 by testing the Kolmogorov-Smirnov assumption test for the Asymp value. Sig. (2-tiled) is less than 0.05, so all research instruments can be said to be normally distributed. Based on table 9 it is known that the significance value of 0.782 is greater than 0.05 so it can be concluded that the data I tested was normally distributed.

b. Multicollinearity Test

Table 10 Multicollinearity Test Results

Free Variables	*Statistical collinearity*	
	tolerance	*VIF*
Leadership Behavior	1,000	1,000

Source: Results of data processing

The purpose of using the multicollinearity test in research is to test whether the regression model found a correlation (strong relationship) between the independent variables or the independent variables. A good regression model should not have a correlation between the independent variables or no symptoms of multicollinearity.

Table 10 shows that the VIF value of all independent variables in this study is less than 10, while the tolerance value for Leadership Behavior (X) is 1,000, which is greater than 0.10. Meanwhile, the VIF value for the Leadership Behavior variable (X), is 1,000, which is less than 10.00. then referring to the basis of decision making in the multicollinearity test it can be concluded that there are no symptoms of multicollinearity in the regression model.

c. Heteroscedasticity Test

This test aims to test whether in a regression model there is inequality of variance and residuals, from one observation to another, if the variance of the residuals from one observation to another observation remains, then a good regression is that there is no heteroscedasticity.
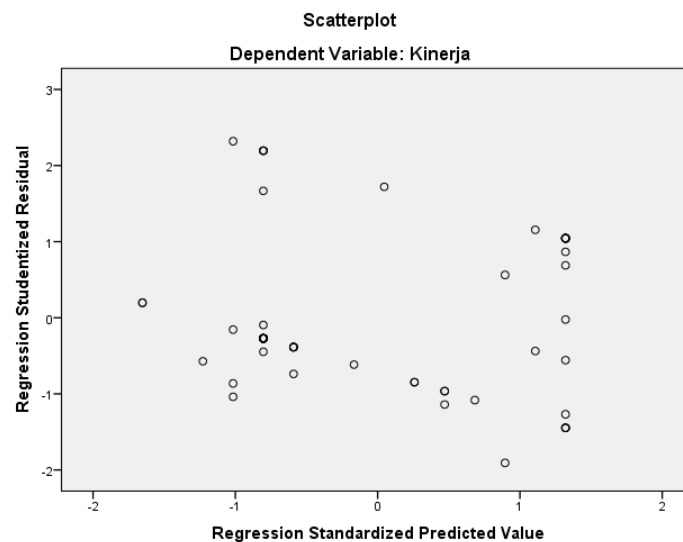
Figure 1 Satterplots

There are no symptoms of heteroscedasticity if:

1. Data points Spread above and below or around the number 0
2. The dots don't gather just above or just below
3. The spread of data points should not form a wavy pattern, widening then narrowing and widening again
4. Causes of data points are not patterned

So it is ensured that there is no heteroscedasticity problem, so that a good and ideal regression model can be fulfilled. Thus, it can be concluded that there is a significant linear relationship between the variables of motivation and leadership behavior on employee performance.

d. Linearity Test

Table. 11 Linearity Test Results

F	Sig
1.238	0.289

Source: Results of data processing.

The linearity test aims to determine whether the two variables have a linear relationship or not significantly. This test is usually used as a prerequisite in correlation or linear regression analysis. Testing on SPSS using Test for Linearity with a significance level of 0.05. Two variables are said to have a linear relationship if the significance (Linearity) is greater than 0.05.

Based on the output above, the calculated F value = 1,238< F table = 4.047. F table figures obtained from df 11.47. Value 4.047 probability = 0.289 > 0.05. it can be seen that the independent variable and the dependent variable have a linear relationship.

e. **Linear Regression Analysis**

   Multiple linear regression analysis is used to predict changes in the value of the dependent variable if the value of the independent variable increases or decreases. In this study, multiple linear regression analysis was used because the variables studied in this study consisted of 2 independent variables and 1 dependent variable.

   The following is a calculation based on SPSS IBM 23, which is as follows:

Table 12 Results of Multiple Linear Regression Analysis

Model	Unstandardized Coefficients (B)
Constant	3.1169
X	,659

Source: Results of data processing.

Based on table 12 the regression formula can be obtained as follows:

$$Y = 31.169 + 0.659 \, X$$

Regression analysis in table 12 can be explained that a constant value of 31,169 means that the employee's performance value before being influenced by the Leadership Behavior factor is positive or if the leadership behavior does not exist or is equal to zero then the employee's performance is 31,169 units. Each increase of one unit of motivation will increase employee performance by 0.659 units and each increase of one unit of leadership behavior will increase employee performance by 0.659 units.

f. **Hypothesis testing**

a) **Simultaneous Test (Test F)**

   DIn simultaneous estimation the F test is used which is analyzed using the Analysis of Variance table with the F distribution value used being 5%. if from the processing results the calculated F value is greater than the F table value, it means that Ho is rejected and Ha is accepted.

Table 13 Simultaneous Test Results (Test F)

F	Sig
17.163	**,000**

Source: Results of data processing.

Simultaneous hypothesis testing using the following hypotheses:

H0: Leadership behavior (X) simultaneously has no significant effect on the performance of Patobong Village Government employees (Y).

H1: Leadership Behavior (X) simultaneously has a significant effect on the performance of Patobong Village Government employees (Y)

If Fcount > Ftable, then reject H0 and accept H1

If Fcount Ftable, then accept H0 and reject H1≤

From table 11 the probability value (sig.) = 0.000 is obtained which indicates that the significance level is smaller than the F distribution value with a value of 0.000 <0.05 and an Fcount value of 17.163 which indicates that the Fcount value is greater than Ftable with an Fcount value of 17.163 > Ftable 4,001. So it can be concluded that H1 is accepted, which means simultaneously (simultaneous) leadership behavior has a significant effect on employee performance.

b) Partial Test (t test)

Table 14 Partial test (t test)

Q	Sig
4.143	,000

Source: Results of data processing.

The method used to measure the significant effect of each independent variable partially on the dependent variable is to compare the t-count value with the t-table. If the t-count value is greater than the t-table value with a significance of 5%, then Ho is rejected and Ha is accepted, which means that the independent variable partially has a very significant influence on the dependent variable. Analysis of the t test can be seen from the "Coefficientsa" table contained in table 14

In the Coefficien column, the significance value of leadership behavior (X) is 0.000. At the same time it shows a significance value that is smaller than the probability value of 0.05 with a value of 0.000 <0.05 and the X variable has a tcount of 4,143 with t table = 2,000, so tcount > t table which means that the leadership behavior variable (X) has a significant effect on employee performance (Y) partially.

c) Coefficient of Determination (R2)

Aims to find out the value of the coefficient of determination, if the percentage variation in the value of the dependent variable with the determination value is between 0 and 1. If the R^2 is obtained close to 1 (one), then it can be said that the model is stronger in explaining the variation of the independent variable to the dependent

variable. Conversely, if (R2) is getting closer to 0 (zero), the weaker the variation of the independent variable on the dependent variable.

For analysis using SPSS output can be seen in the following table.15:

Table 15 Results of the Coefficient of Determination (R2)

Summary model b

Model	R	R Square	Adjusted R Square	std. Error of the Estimate
1	.478a	.228	.215	5,756

a. Predictors: (Constant), Leadership Behavior

b. Dependent Variable: Performance

Source: Results of data processing.

Based on table 15 the variable motivation (X1) and leadership behavior (X2) has a correlation coefficient (relationship) or an R value of 0.478 or 47.8% on employee performance at the Patobong Village Office. This shows that the magnitude of the relationship between Leadership Behavior (X) and employee performance is 47.8%, where the correlation coefficient is at intervals of 0.40-0.599, which means it has a moderate interpretation.

As for the coefficient of determination or R Square, a value of 0.228 is obtained, which means that the influence of leadership behavior (X) on employee performance is 22.8%. this figure is in a weak interpretation, while 77.2% is influenced by other variables not examined.

5. DISCUSSION

Leadership behavior in this study makes a positive contribution and has a significant influence on the performance of employees at the Patobong Village Government office, due to the attitudes and behavior displayed by the leadership both from exemplary, discipline, motivating abilities, communication skills, decision making, receiving recognition from his subordinates so that the leadership behavior variable has a significant positive effect. Besides that, it is necessary to adopt the local Bugis wisdom culture, it is necessary to apply the tellu cappa philosophy, namely cappa lila, cappa kawali, and cappa aruane, as an effort to improve the quality of good leadership.

In accordance with several opinions, one of which is Rivai (2004:2) argues that leadership behavior is the specific actions of leaders in directing, coordinating and motivating employees to achieve the goals that have been set.

Arifai's research results stated in his thesis that leadership behavior had a significant positive effect, thus the hypothesis was accepted.

Based on the simultaneous test results, namely the variable leadership behavior on employee performance has a significant positive effect on employee performance, because leadership behavior simultaneously has a very strong influence on employee performance, this is due to the behavior of leaders giving encouragement to subordinates and coordinating their subordinates in carrying out their duties and responsibilities responsibilities that aim at improving the performance of the Patobong Village government. Thus the hypothesis is accepted.

The results of the determination of the coefficients indicate that the relationship between leadership behavior and employee performance has an adequate interpretation. As for the coefficient of determination or R Square, it shows a value on the interpretation of a weak influence on employee performance. Therefore, it is necessary for employees to collaborate and improve teamwork in creating good quality work and maintain flexible leadership behavior without being limited by formal positions and of course implementing local wisdom culture, namely sigunakannge, sipalebbi and sipakatau so that a good working relationship is established in realizing the Vision and Mission of a good Village Government.

6. **CONCLUSION**

Based on the results of the research that has been done, it can be concluded that there is an influence of leadership behavior on the performance of government employees during the Covid-19 pandemic in Patobong Village as follows:

1. Leadership behavior partially has a significant influence on the performance of government employees during the Covid 19 pandemic in Patobong Village, this is because the leadership provides work according to their main duties and is firm in making a policy and implementing local wisdom culture in an effort to improve the quality of good leadership.

2. Leadership behavior has a significant influence on the performance of Patobong Village Government employees.

3. The results of this study indicate that partially the leadership behavior variable has a positive and significant effect and simultaneously has a significant effect on the performance of government employees during the covid 19 pandemic in Patobong Village. The coefficient of determination is 0.478 which indicates that the ability of the independent variables to predict the dependent variable is 47.8%. 52.2% is influenced by other factors not examined by the author.

7. **RECOMMENDATIONS**

Behavior has a significant positive influence on the performance of Patobong Village government employees, but the coefficient of determination shows 47.8% so that the value of the coefficient of determination increases, it is necessary for employees to collaborate and improve teamwork in creating good quality work and maintaining flexible leadership behavior without being limited by position levels formal and of course applying the culture of local wisdom, namely sigunakannge, sipalebbi and sipakatau so that a good working relationship is established in realizing the Vision and Mission of a good Village Government.

8. REFERENCES

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