The Impact of Leadership Technique, Ability and Personal-Professional Balance on the Performance of Workers at Star Wedding Organizer Kediri

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Abstract

Research aim: *This study to examine the impact of Leadership Technique, Ability and Personal-Preofessional Balance on the performance of workers at Star Wedding Organizer Kediri*

Design/Methode/Approach: *The study employs a causal qualitative technique, focusing on a case study of worker at Star Wedding Organizer Kediri. The data collection technique is conducted by distributing surveys or questionnaires. A Total sample taken was as many as 45 people, all of whom were employees of Star Wedding Organizer Kediri. Data analysis was performed using IBM SPSS Statistic 25, which involved conducting a Classical Assumption Test, including test for Normality, Multicollinearity, Heteroscedasticicy and Autocorrelation. Additionally, Multiple Linear Regression Test and Hypothesis Testing were conducted, including Simultaneous Test (F-test), Partial Test (T-test) and Coefficient of Determination Test.*

Research Finding: *In this study, based on the results of the T-Test and F-Test, it was found that the variables Leadership Technique (X1) and Personal-Preofessional Balance (X3) did not have a significant impact while the Ability variable (X2) had a significant impact on Workers performance (Y). Additionally, it was found that 64,9% of the current variables had no impact, implying that there are still other unexamined factors contributing to 35,1% of the variations*

Theoretical contribution/Originality: *This study makes a significant theoretical contribution and strengthens the literature on the findings of the effect of predictir variable on outcome variable*

Practitionel/Policy implication: *In practice, this research provides a solution to identify what causes affect employee performance*

Research limitation: *the variables currently used do not have an influence on employee performance of 64.9% so there are still several variations of additional factors that are not examined in this research, which is 35.1% so further research is needed*

Keywords : *Technique of Leadership, Ability, Personal-Profesional Balance, Worker Peformance, Wedding Organizer*

1. Introduction

The growth of the economic sector currently in Indonesia heading in a positive direction. This demonstrated by the rising amount of types of businesses engaged in the goods or services sector, ranging from small to large businesses. Amidst the rising rivaly in the business world in today's modern age, many companies are trying to seize market share or enter new markets, of course, with various innovations that they offer through their

products or services. One type of business in the service sector is Wedding Organizer. According to [1] Wedding organizer is an institution or company that offers servicing in the field of weddings. The main role of the wedding organizer is to assist the bride and groom in planning and organizing all aspects of the wedding, starting from planning which includes budget planning, drafting concepts and up to the implementation stage. Thus, wedding organizers have a very important role in planning and arranging the course of the wedding because they are responsible for ensuring that every detail of the wedding is carried out well and runs according to expectations.

In line with the rapid growth of the highly competitive business environment, according to [2] In order to survive, a company must have human resources who are ready to face challenges and changes that are constantly taking place. Human resources in this case play a crucial character because they participate in executing the company's purpose and contribute to the achievement of long-term goals. Thus, in order for the company's goals to be achieved immediately, it must pay attention to the performance of its wealthy. This is because the performance of the company describes the extent of success in executing programs or wisdom to achieve the company's goals, vision and mission. [3] said that the following indicators can be used to assess and measure employee performance. These indicators include: Discipline, Responsibility, Initiative and Effectiveness.

In addition, Leadership Techniqueis 1 of the elements that also affects Worker Performance. [1] said that manner is the ability to take action. Meanwhile, according to [4] is an activity that is carried out to provide an effect in order to reach a aim. Therefore, the Leadership Technique it self is defined as the behavior or pattern carried out by a leader which has been pre-designed to influence employees. Then according to [5] Leadership is a crucial element as it can greatly a significant impact on the performance of it's employees. A leader has the task of planning, making, informing, and evaluating every decision necessary. A enterprise's triumph is greatly shaped by the role and leadership style in motivating its employees. To achieve an effective leadership style, it is necessary to have a qualified leader who is able to encourage and influence employees to maximize their performance. In his research, [6] He said that there are six indicators in leadership style, including: criticism, decision-making, support and encouragement, initiative, problem-solving and investigation.

In addition to leadership style, the competencies possessed by employees also contribute to employee performance. According to [7] Competency is the capability to perform a task rooted in knowledge and skills and is driven by the will to labor. So, it can also be said that competence makes the employee a characteristic of himself. Moreover [8] said that the lack of knowledge, skills and understanding in doing a job would influence worker performance in a company. Competencies include not only technical skills, but also interpersonal, managerial, and communication skills. These adequate competencies can more easily adapt to the demands of developing jobs and produce better outputs. Employees who have adequate competence are usually more likely to be able to complete tasks effectively and efficiently. [8] He also said that factors that may be applyed to assess employee competencies put in : skills, knowledge, traits, motivation and self-concept.

Another factor that also influences the performance of the rich is work-life balance. [9] said that personal-profesional Balance is a situation where a people can manage time effectively and in balance between work, personal interests and family. Or in other words, personal-profesional Balance refers to a harmony in a people's living, where he not only meet their responsibilities at labor, but will also pay attention to all areas of their people living.

Thus, work-life balance is an important factor that must be considered by every company in formulating policies. Because if there is an imbalance between work and personal life, it can cause stress, fatigue, and decreased morale, which also has an effect on the accomplishment of wealthy. In contrast, worker who have a good worklife balance are again prone to experieencing labor satisfaction, more motivated, and more productive. [3] stated that there are 3 factors in the personal-profesional Balance. The three are: time of balance, satisfaction balance and engagement balance

In the previous entitled "The Influence Og Leadership Style On Employee Performance at PT Melzer Global Sejahtera Jakarta" conducted by Dirgahayu Erri, stated that the connection leadership approach and worker performance has a strong influence. It is aligns with the findings of a study carried out by Insyani Almar entitled "The Influence of Leadership Style on Employee Performance at Wisma Pandawa Ciumbuleuit Bandung" where the finding indicate that Leadership Technique has a positive impact on worker performance at Wisma Pandawa Ciumbuleuit. However, a different thing was stated by Happy Y. Mogot in his research title "The Influence of Leadership Style, Work Ethic, Competence and Work Discipline on Employee Performance at PT. PLN Manado Branch" Presented the findings that Leadership Technique did not have a significant effect on employee performance at PT. PLN Manado Branch. This is in line together with the opinion of Rida Yanti who also stated the same thing in this study titled "The Influence of Leadership Style and Competence on Employee Performance at PT. Fellows Trimedika Indonesia". He stated that leadership style does not have a considerable impact on worker performance while competence has a notable impact on work performance.

Star Wedding Organizer itself is a service company established in 2020 which is located in Sukorejo Indah Kediri Housing Block NN 2, Katang, Ngasem District, Kediri. Engaged in the planning and organization of wedding events which offers comprehensive services ranging from concept, planning, to execution. As a company that specializes in the field of services and Star Wedding Organizer consistently aims to deliver the highest quality service.

Thus, this research have purpose to examine the impact of Technique of Leadership, Ability and Personal-Professional Balance on Workers performance at Star Wedding Organizer Kediri. Through this research, it is hoped that a clear relationship can be found between these factors and employee performance, as well as provide recommendations that are useful toward the organization in managing it's workforce. The findings of this study are expected to help Star Wedding Organizer managers to improve workers performance, which will ultimately have an effect on the enterprise's success in providing satisfactory wedding services to clients

1.1. Statement of Problem

In a study that has been conducted previously by Dirgahayu Erri [10] and Insyani Almar [11] indicated that the style of leadership factor have a Strong and Positive impact on Performance of Employee. Or it may be talked about Style of Leadership has a significant impact on performance of employee. However, a different thing was stated by Happy Y. Mogot [12] and Rida Yanti [2] in his research, according to him, Style of Leadership does not sigificantly impact on performance of employee.

Thus, this study was conducted to locate how much Leadership Technique and Ability affect Workers performance at Star Wedding Organizer Kediri, of course, by adding the

Personal-Professional Balance variable which is a new aspect that is rarely researched, especially in the Wedding Organizer service industry.

1.2. Research Objectives

The purpose of this study is thoruughly investigate the impact of Leadership Technique, Ability and Personal-Professional Balance on the Performance of Workers at Star Wedding Organizer Kediri. More explicitiy, the goals of this research are as outlined :

1. To determine thr impact of Leadership Technique on Workers Performance at Star Wedding Organizer Kediri
2. To Investigate the impact of ability on Workers Performance at Star Wedding Organizer Kediri
3. To Examine the impact of Personal-Professional Balance on Workers Performance at Star Wedding Organizer Kediri
4. To Explore the degree of interaction between Leadership Technique, Ability and Personal-Professional Balance in affecting Workers Performance at Star Wedding Organizer Kediri

2. Method

This research employs a quantitative method with a causality analysis method, which according to [13] Quantitative is a traditional method because it has been used for a long time and has become a habit in the world of research. This method has developed and been established widely and comprehensively in various fields of science so that it is considered a commonly used method, referred to as a numerical method due the informations collected takes the form of numerical value which will later be analyzed using statistical techniques to produce objective and structured conclusions. While causality itself according to [14] is an approach that aims to test the influence of the cause-and-effect relationship between variables which in this case, is the relationship between Leadership Technique, Ability and Personal-Professional Balance on Workers Performance at Star Wedding Organizer Kediri. The type of population used in this study is all Star Wedding Organizer Kediri employees totaling 45 people. Since the population in this study was no more than one hundred individuals, the researcher decided to take all the existing population. The informations utilized in this study consists of first-hand informations gathered fisthand from Star Wedding Organizer Kediri employees and secondary data obtained from junals that discuss relevant theories and principles to strengthen the theoretical foundation and conceptual framework needed in this research. In collecting first-hand informations, the researcher used a assessment distribution method which contained the role that represented the variables studied, among others: Leadership Technique as (X1), Ability as (X2), Personal-Professional Balance as (X3) and Workers Performance as (Y). The technique of distributing questionnaires or questionnaires themselves according to [15] It's a informations gathering method conducted by presenting a series of questions to respondents and in the measurement process, respondents were asked to give their opinions on a statement using the Likert rating scale which ranged from one until five, with 1 denote Strongly Disagree (SD), 2 denote Disagree (D), 3 denote Neutral (N), 4 denote Agree (A) and 5 denote Strongly Agree (SA).

According to [16] The informations that will be obtained will be analyzed and processed using SPSS which includes traditional assumption test, including tests for heteroscedasticity, Normality and multicollinearity then test data instruments that include validity and reliability tests. In addition, to measure the influence between free and outcome

parameter, multiple linear regression and coefficient of determination examination were utilized and to find out the effect, combined tests (F-test) and individual tests (T-test) were carried out
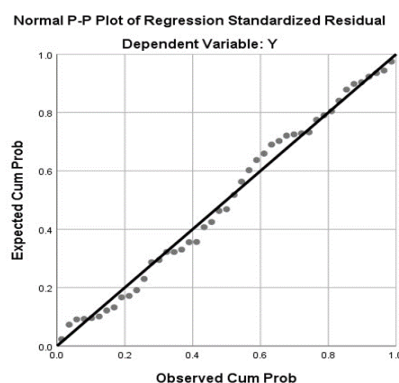
Table 1. Research Instruments

Variable	Indicators	Number of Questions	Measurement scale
Leadership Technique (X1)	Criticism	2 grains	Likert Scale
	Decision	2 grains	Likert Scale
	Support and Encouragement	2 grains	Likert Scale
	Initiative	2 grains	Likert Scale
	Troubleshooting	2 grains	Likert Scale
	Investigating Problems	2 grains	Likert Scale
Ability (X2)	Skills	2 grains	Likert Scale
	Knowledge	2 grains	Likert Scale
	Characteristic	2 grains	Likert Scale
	Motiv	2 grains	Likert Scale
	Self-Concept	2 grains	Likert Scale
Personal-Professional Balance (X3)	Time Balance	2 grains	Likert Scale
	Balance Satisfaction	2 grains	Likert Scale
	Balance Involvement	2 grains	Likert Scale
Workers Performance (Y)	Discipline	2 grains	Likert Scale
	Responsibility	2 grains	Likert Scale
	Initiative	2 grains	Likert Scale
	Effectiveness	2 grains	Likert Scale

3. Results and Discussion
3.1. Results
3.1.1. Normality Experiment

To determine the exempt and dependent parameter have a habitual canalization or no, it's required to conduct a normality experiment, namely from see at the normal probability plot graph. From the information processing that has happened and execute, the following results are gain

Figure 1. Normality Test
Source : Research data processed using SPSS, 2024

In reference to the outcomes of the chart atop, it may be said that the leftovers is normal because the design contained in the image spreads and adhere the way of the tilted streak

1.

Coefficients^a

Type	Unstandardized Coefficients		Standardized Coefficients			Collinearity	
	B	Std. Error	Beta	t	Sig.	Tolerance	VIF
1 (Constant)	8.304	2.996		2.772	.008		
Style Leadership Technique (X1)	.198	.109	.344	1.813	.077	.222	4.512
Ability (X2)	.360	.132	.486	2.725	.009	.250	3.994
Personal-professional Balance (X3)	.028	.162	.025	.175	.862	.392	2.548

a. Dependent Variable: Employee Performance (Y)
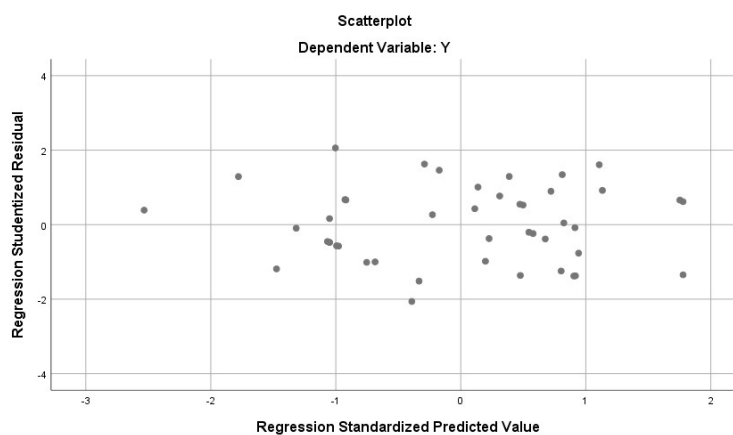
, it is notable to ...ocessing which

Figure 2. Multicollinearity Test Results
Source : Research data processed using SPSS, 2024

In reference to the outcomes of the chart atop, by looking at the Collinearity Tolerance and VIP Statistics sections, the results were gain which there were not sign experiment of multicollinearity test and there was not relationship between independent variables so where the assumption from multicollinearity was met. This is shown by the the grade of toleration collinearity is >0.10 and the grade of VIP statistics is <10.00.

3.1.2. Heteroscedasticity Test

To determine the divergence difference leftover by 1 surveillance to other, it's necessary to conduct a unequal variance test, namely from sight in the scattered points on the scatterplot image. And out of the informations managing which has already execute, the yield is gain that there is no heteroscedasticity because the spots dispersion atop and downstairs the Y axis at the figure zero and the lacks a discernible design in that denote at the image downstairs.

Figure 3. Heteroscedasticity Test Results
Source : Research data processed using SPSS, 2024

3.1.3. Autocorrelation Experiment

For specify the intercourse amongst parameter within this watchfulness, an autocorrelation experiment was execute From the informations processing which have happened execute, the following results are gain

Summaryb

Type	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.820a	.673	.649	1.611	2.211

a. Predictors: (Constant), X3, X2, X1

b. Dependent Variable: Y

Figure 4. Autocorrelation Test Results

Source : Research data processed using SPSS, 2024

From the chart on top, it may deduce that the outcome of the experiment in this watchfulness did not autocorrelate because the value of Durbin Watson showed 2.211 where the value was located between du (1.6662) and 4-du (2.3338)

3.1.4. Multiple Linear Regression Analysis

To determine the relationship of influence between free and bound variables, it's required to conduct analysis linear regression with multiple. From the informations processing that has happened and execute, so the subsequent results are gain

Coefficientsa

Type	Unstandardized Coefficients B	Unstandardized Coefficients Std. Error	Standardized Coefficients Beta	t	Sig.	Collinearity Statistics Tolerance	Collinearity Statistics VIF
1 (Constant)	8.304	2.996		2.772	.008		
Leadership Technique (X1)	.198	.109	.344	1.813	.077	.222	4.512
Ability (X2)	.360	.132	.486	2.725	.009	.250	3.994
Personal-Professional Balance (X3)	.028	.162	.025	.175	.862	.392	2.548

a. Dependent Variable: Workers performance (Y)

Figure 5. Multiple Linear Regression Analysis

Source : Research data processed using SPSS, 2024

Be based the chart on top, the value of the constant is 8.304 which shows that if the free variables are Leadership Technique (X1), ability (X2) and personal-professional Balance (X3) have no influence at all. So, Y has a significant value of 8.304.but it will change if:

a. Leadership Style β_1

If the Leadership Technique parameter (X1) escalates by one entity with the record of other variables remaining, it would escalates workers performance (Y) by 0.198

b. Competency β_2

In case the ability variable (X2) escalates by one entity together with the record of another parameter remaining, it would escalates workers performance (Y) by 0.360

c. Work life balance β3

If the variable personal-professional Balance (X3) increases by 1 unit with the record of other variables remaining, it would escalates workers performance (Y) by 0.028

3.1.5. Coefficient of Determination Experiment

Model Summaryb

Type	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.820a	.673	.649	1.611	2.211

a. Predictors: (Constant), X3, X2, X1
b. Dependent Variable: Y

Figure 6. Determination Coefficient Test Results

Source : Research data processed using SPSS, 2024

In the graph provided on top, measurement of the R Square is 0.649 which inplies that the magnitude Leadership Technique (X1), ability (X2) and personal-professional Balance (X3) can explain workers performance (Y) of 64.9%. So, it can be interpreted that there are still other variations that are not studied in this study, which is 35.1%.

3.2 Discussion
3.2.1. Partial Experiment (T-experiment)

For find out the impact of each parameter X on Y, it may be found in the subsequent graph

Coefficientsa

Type	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
	B	Std. Error	Beta			Tolerance	VIF
1 (Constant)	8.304	2.996		2.772	.008		
Leadership Technique (X1)	.198	.109	.344	1.813	.077	.222	4.512
Ability (X2)	.360	.132	.486	2.725	.009	.250	3.994
Personal-Professional Balance (X3)	.028	.162	.025	.175	.862	.392	2.548

a. Dependent Variable: Y

Figure 7. T-Test Results

Source : Research data processed using SPSS, 2024

3.2.1.1. The Impact Leadership Technique (X1) on workers performance (Y) at Star Wedding Kediri

Based on the variable t-value, which is X1 of 1.813. The computed t worth > the graph t worth (2.489 > 2.019) or the sig value. 0.77 > 0.05. H0 is received and then H1 is declined.

This capable be expounded that Leadership Technique (X1) partially does not have a favorable and notable impact on workers performance (Y).

3.2.1.2. The Impact of ability (X2) on workers performance (Y) on Star Wedding Kediri

Based on the t-value variable, which is X2 of 2.725. The value of t calculates the value of the table t (2.725 > 2019) or the value of sig. 0.009 < 0.05. H0 is declined and H1 is received. This could be interpreted that ability (X2) partially has a positive and noteworthy impact on workers performance (Y). This demonstrates that the more qualified the employee has, the preferable the exhibition.

3.2.1.3. The Impact of personal-professional Balance (X3) on workers performance (Y) in Star Wedding Kediri

Based on the variable t-value, which is X3 of 0.175. The computed t worth < the t-worth of the graph (0.175 <2.019) or the computed sig. of 0.862 < 0.05. H0 was received and H1 was declined. This can be interpreted that personal-profesional Balance (X3) partially is not marked by a noteworthy impact on workers performance. This means that personal-profesional Balance has no impact on workers performance.

In conclusion, the parameter of Leadership Technique (X1) and personal-professional Balance (X3) is not marked by a noteworthy impact on workers performance. While the Competency parameter (X2) has a considerable impact on workers performance. The variable with the greatest impact is grounded in the coefficients value β_2 is ability (B=0.486)

3.2.2. Simulated Experiment (F-Experiment)

ANOVAa

Type		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	219.200	3	73.067	28.144	.000b
	Residual	106.445	41	2.596		
	Total	325.644	44			

a. Dependent Variable: Y

b. Predictors: (Constant), X3, X2, X1

Figure 8. Test Result F

Source : Research data processed using SPSS, 2024

From the findings in outcomes of the variance ratio test graph on top, it may be said that Technique of Leadership (X1), ability (X2), and Personal-Profesional Balance (X3) together affect workers performance (Y). As shown graph on top, it evident that F calculates > F graph (28.144 > 2.84) or the value of sig. 0.000 < 0.05. Therefore, H0 was declained and H1 was received, so there was a concurrent impact of Leadership Style (X1), ability (X2), and Personal-Profesional Balance (X3) on workers performance (Y).

Thus, the results gain from this examination are that : Technique of Leadership (XI) is not marked by a noteworthy impact on workers performance (Y) in Star Wedding Organizer

Kediri with a t-value > t table (2.489 > 2.019) or a sig. 0.77 > 0.05. afterward ability (X2) has a noteworthy impact on workers performance (Y) on Star Wedding Organizer Kediri with a t-value calculated > t table (3.2 > 2.019) or a sig. 0.009 < 0.05 and then Personal-Profesional Balance (X3) did not produce a considerable i on Employee Performance (Y) on Star Wedding Organizer in conjunction with a t-worth calculated > t table (0.175 < 2019) or a sig. 0.862 > 0.05.

4. Conclusion

From the findings in outcomes of the research of the Impact Technique of Leadership, ability, and Personal-Profesional Balance that has been tested using the SPSS above, it can be revealed that, this research has a major of impact, both to the academic world and policy practice. This research adds insight by presenting new findings on the impact Leadership Technique, ability, and personal-professional Balance on workers performance at Star Wedding Organizer Kediri. In practice, this research also offers solutions to solve problems while making it easier to identify problems in Star Wedding Organizer Kediri. The outcomes of this examination not only reinforce available theories, but also provide a new perspective on factors that can improve employee performance. In addition, this study opens up opportunities for further research that can explore other variables that may affect employee performance.

However, there are some limitations that need to be noted. One of them is a metric-based approach that uses a transversal study. This approach has a weakness because it cannot delve deeply into causal influences or see changes in variables in the long term. So, for the next research, it is recommended to overcome this deficiency and complement the results of previous research.

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