

Charismatic Leadership And Organizational Commitment Influence On Employee Performance In Medan City Government

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ABSTRACT

This study is to determine how the influence of charismatic leadership on employee performance, organizational commitment to employee performance, and together charismatic leadership and organizational commitment to employee performance in Medan City Government. The research method was conducted using quantitative analysis using a sample of 80 Medan City Government employees. The results of the study are: Charismatic leadership does not have a significant effect on employee performance in Medan City Government. It demonstrates charismatic leadership through dimensions: vision and articulation, personal risk, sensitivity to the environment, sensitivity to members, behavior outside the rules, and capacity to be unable to respond. Organizational commitment has a significant effect on the performance of employees in the Medan City Government. The magnitude of the influence of organizational commitment on employee performance is 68.8%. This shows that organizational commitment with the dimensions of Affective Commitment, Sustainability Commitment, and Normative Commitment is able to reflect organizational commitment in influencing employee performance. Charismatic leadership and organizational commitment together have a significant effect on employee performance in Medan City Government by 63.8%. While the remaining 36.2% was influenced by other variables that were not included in the research model. It can be explained that charismatic leadership and organizational commitment together can significantly improve employee performance. This means that employees in the Medan City Government in improving performance can make joint efforts with leaders and subordinates to improve charismatic leadership and organizational commitment.

Keywords: *charismatic leadership, organizational commitment, and employee performance*

1. Introduction

Charismatic leadership is an important aspect for a leader, because a leader must act as an organizer of his group to achieve the goals that have been outlined. Charismatic leadership is defined as the art or process of influencing and directing others, so that they will try to achieve the goals to be achieved by the group. Charismatic leadership is associated with the process of influencing people, both individuals and groups in the structure of their activities (Mustaqim et al., 2024). Another variable that affects employee performance is organizational commitment. Commitment is an effort to achieve goals in the organization with the willingness to direct all resources for the benefit of the organization and attachment to remain a member of the organization. A person's commitment in carrying out the tasks assigned to him is not the same for everyone. The realization of commitment in an organization depends on how we build a responsibility to have intentions (Diantoro et al. 2023)

Commitment to each member of the organization is very important because with a commitment a member of the organization can be more responsible for his work than members of the organization who do not have commitment (Saputra et al., 2023). Usually members of the organization who have a commitment, will work optimally so that they can devote their attention, thoughts, energy and time to their work, so that what they have done is in accordance with what is expected by the organization. Research conducted by Basir et al. (2013) and Siregar (2023) the research title The Influence of Charismatic Leadership, Organizational Culture on Employee Performance with a Commitment to Change as an Intervening Variable in the Regional Secretariat of

Indragiri Hilir-Riau Regency, the results of charismatic leadership research and organizational culture have a positive and significant relationship with commitment to change and employee performance. Akbar's research, 2021, entitled *The Influence of Charismatic and Leadership Styles*. From the description above, the author is interested in conducting studies on different objects, samples, and times whether charismatic leadership and organizational commitment also affect employee performance.

2. Research Methods

The research method used is the explanatory survey method using the pathway. Data collection will be carried out through the professional stratified random sampling method, meaning that the research will be carried out by collecting data from respondents based on strata of employee groups in the Medan City Government. Then the results of the research conducted will be tested in accordance with the hypotheses formulated in accordance with the aims and objectives of the research conducted. So that the existence of data.

3. Results Of Research And Discussion

The influence of charismatic leadership on employee's performance

Table 1 t test (parsial)

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	15.467	4.177		3.703	0
Charismatic leadership	0.121	0.093	0.142	1.296	0.199
Organizational commitment	0.66	0.105	0.688	6.262	0

Source: Data processed, SPSS, 2024

Based on the results of the t test, decision making is carried out by comparing the calculated t and t table values, significance values and Beta values. The result is that the calculated t value for charismatic leadership is 1.296 and the t table value is 1.991. It is known that the calculated t value is smaller than the t table value ($1.296 < 1.991$), meaning that charismatic leadership has no effect on employee performance. while the significance value of 0.199 is greater than the $\alpha = 0.05$ level, meaning the effect is not significant. This shows that charismatic leadership does not significantly influence employee performance in the Medan City Government. This is also proven by the Beta value of 0.142, meaning that the influence of charismatic leadership on employee performance is 14.2% and this shows that it has no significant effect.

Charismatic leadership has proven to have no significant effect on employee performance in Medan City Government, This shows charismatic leadership through dimensions: vision and articulation, personal risk, sensitive to the environment, sensitive to members, behavior outside the rules, and self-capacity unable to reflect charismatic leadership in influencing employee performance in Medan City Government. In other words, another dimension is needed that is capable of influencing Employee Performance.

b. The effect of organizational commitment on employee performance

Based on the results of the t test, decision making is carried out by comparing the calculated t and t table values, significance values and Beta values. The result is a calculated t value for charismatic leadership of 6.262 and a t table value of 1.991. It is known that the calculated t value is greater than the t table value ($2.262 > 1.991$), meaning that organizational commitment has an effect on employee performance. while the significance value of 0.000 is smaller than the $\alpha = 0.05$ level, meaning the effect is significant. This shows that organizational commitment has a significant effect on employee performance in the Medan City Government. This is also proven by the Beta value of 0.688, meaning that the influence of organizational commitment has an effect on employee performance by 68.8% and this shows that the influence of organizational commitment on employee performance tends to be high.

Organizational commitment has proven to have a significant effect on employee performance in the Medan City Government, the magnitude of the influence of organizational commitment on employee performance is 68.8%. This shows organizational commitment with dimensions of Affective commitment, Continuance commitment, and Normative commitment able to reflect organizational commitment and contribute to employee performance, proven to have a significant effect on employee performance in Medan City Government. The higher the commitment of the employee organization in carrying out its duties and responsibilities, it will automatically improve employee performance.

- c. The influence of charismatic leadership and organizational commitment simultaneously on employee performance

Table 2. F Test

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.804 ^a	.647	.638	3.87310

Source: Data processed, SPSS, 2024

Based on the results of the hypothesis test, determination, charismatic leadership and organizational commitment together proved to have a significant effect on employee performance in the Medan City Government by 63.8%. While the remaining 36.2% was influenced by other factors or variables that were not included in the research model. This can be explained that charismatic leadership and organizational commitment together can significantly improve employee performance. Which means employees in the Medan City Government in improving performance can make joint efforts of leaders and subordinates to improve charismatic leadership and organizational commitment of employees, especially in the Medan City Government.

4. Conclusion

Charismatic leadership proved not to have a significant effect on employee performance in the Medan City Government, this result was proven based on the results of a partial test or t test where the calculated t value was smaller than t table which means charismatic leadership did not have a significant effect, This shows charismatic leadership through the following dimensions: vision and articulation, personal risk, sensitivity to the environment, sensitivity to members, behavior outside the rules, and self-capacity are unable to contribute in influencing the performance of employees in the Medan City Government.

Organizational commitment affects employee performance in Medan City Government, the magnitude of organizational commitment on employee performance is 68.8%. This shows organizational commitment with dimensions of Affective commitment, Continuance commitment,

and Normative commitment able to contribute in influencing employee performance in the Medan City Government.

Charismatic leadership and organizational commitment together have a significant effect on employee performance in Medan City Government by 63.8%. While the remaining 36.2% was influenced by other variables that were not included in the research model. This can be explained that charismatic leadership and organizational commitment together can significantly improve employee performance. Which means employees at the Medan City Government In improving performance, can make joint efforts of leaders and subordinates to improve charismatic leadership and organizational commitment.

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