



Influence Leadership, Culture Organization, and Cooperation on the Performance of Gunungkidul FBN Members

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ABSTRACT: Objective from study This is For find influence from variable leadership, culture organization, and Cooperation against performance member of the Gunungkidul FBN organization. Type research used in study This that is study descriptive in nature quantitative. Data used using the primary data obtained direct from subject study with spread questionnaire to the respondents with total 100 respondents. Questionnaire This use scale likert, after the data is collected analyzed using the SPSS program with using the assumption test classic, analytical model multiple linear regression, test hypothesis. From the results study This showing that leadership variable influential positive No significant to performance member. Another case with cultural variables organization influential positive and significant to performance member. Furthermore Variable Cooperation effect positive and significant to performance member. Kindly simultaneous variable leadership, culture organization and Collaborative effect Together te

Keywords Leadership, Culture Organization, Cooperation, Member Performance

I. INTRODUCTION

Leader is someone who uses authority and leadership direct subordinate or partner Work For do part his job in reach objective organization. Leadership that has set by one manager in organization can create compatible and encouraging integration something work its members For reach maximum aim. Implementation leadership foster a sense of trust, participation, loyalty and motivation of members with method persuasive. This all will obtained because skills, abilities and behavior a leader.

Continuity life in organization depend How method the leader lead all its members. Leader something organization become something determinant A success For reach something objective in organization. Leader must capable analyze something weakness and strength Good internal or external the organization, so leader can finish something problem to be encountered and can increase performance of the members and performance in organization. In situation whatever leader have very important role. Leader is source influence and role model nor determinant, which can give various activities and resources Power To use reach goal. Ability in analyze aspects man become difficulty separate and is obligation nor task from a leader.

Culture organization own something very important role for increase something system performance member.

Culture organization function as binder all component organization, define identity, motivator and made as member guidelines organization. Culture organization is something tool a possible combiner make group organization become more close, which can be become A capable bring organization to direction to be more ok. Leadership and culture organization own very close relationship, because every leader own style different leadership in the end will formed culture organization. So that culture organization reflect leadership in organization the.

A cooperation team are people working together to achieve something destination, then objective That will more easy done with do cooperation team than do alone. this reinforced by Gaspersz (2001) that source Power all human level inside organization is something such a factor important from something organization and engagement they in a manner full will maximizing ability they used For benefits to the organization.

Linked performance with motivation high. Conversely, low motivation connected with low performance. Siagian (2009) suggests that "motivation is Power push for somebody For give huge contribution maybe for success organization reach purpose". A performance sometimes No relate with competence it has, because there is factor self and culture influencing organizations performance. Motivation become something objective or pusher, with goal to be Power encourager main For somebody in make an effort get or reach what is wanted Good That in a manner positive or negative.

Every man Certain own potency For think and act in various form activity nor task. Ability Act That obtained man Good in a manner experience since born nor desire For study, sometimes man have potency For behave certain will but behavior That only actualized in moments certain just. Potency in behave That called ability (ability), meanwhile expression from potency This known as performance (performance).

II. MATERIALS AND METHODS

2.1. Leadership

DuBrin (2005:3) argues that leadership is something influencing efforts many people with communication For reach goal, way affect people with method instruction or orders, actions that make others act and give rise to change positive, dynamic forces are very important For motivate and coordinate organization in reach purpose, the ability to create a sense of trust self and support between member order goals organization can reached.

2.2. Culture Organization

Glaser et al. (1987) in Koesmono (2005:9) argues that culture organization always depicted in understanding you have together. Developing patterns of beliefs, symbols, rituals and myths from year to years and it works For bonding adhesive organization. Hofstede (1986:21) in Koesmono (2005:9) argues that culture can defined as various interaction from something insider - influenced habits scope environment. Tika (2006:16) argues that in form culture organization there are two very important things that must be noticed that is element shaper culture organization and formation process culture organization. Luthans (2011) suggests that " Culture organization is something pattern thinking fundamentals being taught to member new as how to do it feel, think and act in a manner Correct from time to time "

2.3. Cooperation

Cooperation can build something compactness in matter increase performance employee. above statement reinforced by Dewi (2007), that Work team is form Work Where something must group managed very well to achieve A goal and finish A task. this can concluded understanding that achieved performance something team more Good than performance per individual in an organization or something company. Of all understanding regarding teamwork put forward, then can pulled conclusion that cooperation team is the most effective way to get unite whole employee or member in carry out tasks they For reach objective company or organization with more results ok. Cooperation is something action where two or more do interaction and coordination about work For reach something purpose. Good teamwork is needed in order to be successful Can support an achievement process objective company. Tracy (2006) states that teamwork or cooperation is something managed activities or done group of people joined together in One organization.

2.4. Member Performance

Performance is something results job that has connection with objective strategic organization, satisfaction consumer and deliver contribution to economy (Armstrong and Baron, 1998:15). Performance is How somebody do something desired work and results from work it. Deep performance organization is something answer from succeed or nope objective existing organization set. Performance according Mangkunegara (2000:67) is results Work from facet quality nor quantity best ever achieved by someone employee or member in accountability finish assigned task to him. Hasibuan (2001:34) argues that performance is something achievement in carry out all not quite enough charged responsibility to someone based on skill, experience, and accuracy time settlement.

Influence Leadership on the Performance of FBN Members

Kartono (2003:4) states leadership is someone who has superiority certain, so a own obligation and power For run others for do business together to achieve something objective certain. Hasibuan (2002:169) states leadership is someone who does duties and authorities, directing to his subordinates For do work For reach objective organization. Hasibuan (2002:169) stated leadership is someone who does duties and authorities, directing to his subordinates For do work For reach objective organization.

H 1: There is an influence positive and significant Leadership on the Performance of FBN Members.

Influence Culture Organization On the Performance of FBN Members

Glaser et al. (1987) in Koesmono (2005:9) argues that culture organization always depicted in understanding you have together. Developing patterns of beliefs, symbols, rituals, and myths from year to years and it works For bonding adhesive organization. Hofstede (1986:21) in Koesmono (2005:9) argues that culture can defined as various interaction from something insider - influenced habits scope environment.

H 2: There is an influence positive and significant Culture Organization On the Performance of FBN Members.

Influence Cooperation on the Performance of FBN Members

Tracy (2006) states that teamwork or cooperation is something managed activities or done group of people joined together in One organization. Dewi (2007), that Work team is form Work Where something must group managed very well to achieve A goal and finish A task ". this can concluded understanding that achieved performance something team more Good than performance per individual in an organization or something company

H 3 : There is an influence positive and significant cooperation on the performance of FBN members.

III. RESEARCH METHOD

Study This use type method quantitative with use questionnaire that is with method spread questionnaire to the respondents or members organization so that Can know the performance of the members to influence leadership, culture organization and Cooperation with amount sample 100 respondents. Method analysis used in research This using test instrument, test assumption classic, analytical model multiple linear regression To use know is there is influence significant and positive to One variable bound (dependent) and more from one variable bound (independent)

In method In the instrument test analysis, there are two tests ie validity test and reliability test. Validity test used use testing validity construction with method analyze variable, ie with correlate between indicator item value from variable, and correlate mark indicator with total value. Following results from the validity test:

Rotated Component Matrix ^a				
	Components			
	1	2	3	4
x1. 1			. 896	
x1. 2			. 869	
x1. 3			. 881	
x2. 1				. 963

x2. 2				. 963
x3. 1		. 858		
x3. 2		. 828		
x3. 3		. 828		
y. 1	. 944			
y. 2	. 944			
y. 3	. 944			
y. 4	. 547			

From the results testing validity on the table above, got concluded that mark *loading factor* on promotion, price and quality variables service > 0.5 and every clustered variables in each each *component*. So can concluded that every variable valid And can analyzed.

Reliability Test that is Something questionnaire can said reliable If answer somebody to statement is consistent or stable from time to time. Something variable said reliable If give mark *Cronbach's Alpha* > 0.60 . Following reliability test results :

Reliability Test Results

Variable	Cronbach's Alpha	Standard Value	Information
Leadership	0. 860	0. 60	Reliable
Culture	1, 000	0. 60	Reliable
Organization			
Cooperation	0. 850	0. 60	Reliable
Member	0. 931	0. 60	Reliable
performance			

Source : processed data via SPSS, 2023

Based on reliability test results variable leadership, culture organization, cooperation and performance member produce *Cronbach's Alpha* > 0.60 so can concluded all instrument used reliable.

IV. RESULTS

Analysis Statistics Descriptive Testing statistics descriptive on the results study This showed For analyze minimum, maximum, mean and deviation values raw variable research. Result of analysis descriptive described in table 3 viz as following :

	Minimum	Maximum	Means	std. Deviation
Leadership	5. 00	15. 00	13. 5100	2. 01256
Culture	2. 00	10. 00	8. 3000	1. 85047
Organization				
to cooperation	3. 00	15. 00	13. 6000	1. 88562
Member	4. 00	20. 00	18. 2500	2. 73169
Performance				

Source : Processed data, 2023

Assumption Test Classic

Assumption test classic used For complement normative requirements before he did analysis hypothesis research. Normality test done with using the indicated Kolmogorov –Smirnov (KS) test with residual value of 0, 196 ($\alpha > 0.05$) then signify that research data distributed normally. Furthermore with multicollinearity test show VIF numbers < 0.10 and a tolerance value greater than of 0. 1 then assumed that data free from multicollinearity. Testing to Durbin Watson test values for test autocorrelation in spread value data obtain

mark as big 2. 129 with $dU < d < 4 - dU$ Where $1.736 < 2.129 < 2.264$ which means that data free from autocorrelation. Whereas mark heteroscedasticity show number significant > 0.05 then can concluded that the data is free from symptom heteroscedasticity. Coefficient test determination aim For know influence from research models to variable dependent. Adjusted R value ² that is 0.333, so from results analysis the concluded that influence leadership, culture organization, and Cooperation that explains about performance member own influence by 33.3% meanwhile the remaining 66.7% is influenced by variables outside the research model.

Hypothesis test

Analysis Multiple Linear Regression

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	std. Error	Betas		
1	(Constant)	5.014	2.425		2.067	.041
	Leadership	.088	.114	.065	.777	.439
	Culture Organization	.392	.128	.266	3.065	.003
	Cooperation	.646	.126	.446	5.118	.000

Based on table on obtained results from analysis multiple linear regression. With analysis model equation multiple linear regression, as following :

$$Y = 5.014 + 0.088X_1 + 0.392X_2 + 0.646X_3 + e$$

Following interpretation of the model namely :

- Constant value of 5.014 meaning although variable independent value 0, value variable Y fixed, ie of 5.014.
- Coefficient regression variable X1 leadership of 0.088 with positive value, result showing if Leadership increases by 1 unit, then the Member Performance will rise by 0.088 or 8.8% with think variable free other constant.
- Coefficient regression variable Culture Organization X2 of 0.392 with positive value, result showing if Culture Organization increases by 1 unit, then the Member Performance will rise by 0.392 or 39.2% with think variable free other constant.
- Coefficient regression cooperation variable X3 of 0.646 with mark positive, results showing if Cooperation increases by 1 unit, then Member Performance will rise by 0.646 or 64.6% with think variable free other constant.

ANOVA^a

Model		Sum of Squares	df	MeanSquare	F	Sig.
1	Regression	246,245	3	82,082	16,000	.000 ^b
	residual	492,505	96	5.130		
	Total	738,750	99			

F test

Following F statistical test results show F value of 16,000 with its significance of $0.00 < \alpha (0.05)$. this showing variable Leadership, Culture Organization, and Cooperation influence in a manner together on Member Performance.

Coefficient test determinant (R^2)

Summary Model ^b				
Model	R	R Square	Adjusted R Square	std. Error of the Estimate
1	.577 ^a	.333	.312	2.26501

Calculation results adjusted R value ² with help from a deep SPSS program analysis regression double obtained the R ² number is 0. 333. this ability variable Leadership, Culture Organization, and Cooperation in explain Member Performance by 33. 3%, meanwhile the remaining 66. 7% is explained by other variables outside the model.

Statistical test (t test)

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	std. Error	Betas		
1 (Constant)	5. 014	2, 425		2067	041
Leadership	088	. 114	. 065	. 777	. 439
Culture Organization	. 392	. 128	. 266	3, 065	003
Cooperation	. 646	. 126	. 446	5. 118	. 000

Based on table above, got concluded as following :

- Variable Leadership have t- count of 0. 777 with level significance of 0. 439 > 0. 05 then H₀ is accepted and H₁ rejected, p This show that variable Leadership influential positive and no significant to performance member.
- Variable Culture Organization have t- count of 3. 065 with level significance of 0. 003 > 0. 05 then H₀ is rejected and H₂ accepted, p This show that variable Culture Organization Influential positive and significant on Member Performance.
- Cooperation variable has t- count of 5. 118 with level significance of 0. 000 < 0. 05 then H₀ is rejected and H₃ accepted, p This show that Variable Cooperation effect positive and significant to performance member.

V. DISCUSSION

1. Influence Leadership (X1) on the Performance of FBN Gunungkidul Members

Based on t test results are known that mark $t_{\text{count}} \leq t_{\text{table}}$ ($0. 777 \leq 1. 984$) and value significance $0. 439 \geq 0. 05$ then H₀ is accepted and H₁ rejected. Can concluded that Leadership (X1) no influential on the Performance of Members of FBN Gunungkidul because t_{count} exceed from t_{table} and value its significance more from 0. 05. hypothesis This No in accordance with opinion from Hasibuan (2002:169) states leadership is someone who does duties and authorities, directing to his subordinates For do work For reach objective organization.

2. Influence Culture Organization On the Performance of FBN Gunungkidul Members

Based on t test results are known that mark $t_{\text{count}} \geq t_{\text{table}}$ ($3. 056 \geq 1. 984$) and value significance $0. 003 \leq 0. 05$ then H₀ is rejected and H₂ accepted. Can concluded that Culture Organization (X2) is influential on the Performance of FBN Gunungkidul Members. Culture organization is system values, norms, customs, and philosophies adopted by its members and applied in implementation his job. In context organization company, culture good organisation help management reach vision and mission company that will influence performance employee. Opinion This supported Hofstede (1986:21) in Koesmono (2005:9) argues that culture can defined as various interaction from something insider - influenced habits scope environment.

3. The Influence of Cooperation on the Performance of Gunungkidul FBN Members

Based on t test results are known that mark $t_{\text{count}} \geq t_{\text{table}}$ ($5. 118 \geq 1. 984$) and value significance $0. 000 \leq 0. 05$ then H₀ is rejected and H₃ accepted. Can concluded that Cooperation matters on the Performance of FBN Gunungkidul Members. this can concluded that achieved performance something team more Good than performance per individual in an organization or something company. With cooperation all such a job heavy will resolved with time is very fast, because done in a manner together. Everyone each other Help help in carry out task. Opinion This supported by Dewi (2007), that Work team is form Work Where something must group managed very well to achieve A goal and finish A task ”.

VI. CONCLUSION

Study this prove that hypothesis first stated leadership influential to performance member No proven. Then hypothesis both stated culture organization influential to performance member proven influential positive and significant. next, the hypothesis the third which stated that Cooperation had an effect to performance member proven influential positive and significant. Suggestions for researcher next can add variable new nor add intervening variables in order to be represent each variable dependent, independent, and intervening. order research This as material reference for the parties wish carry out study more carry on about topic This For can add variables other and add sample to find out factor What only has an effect to performance member, so hypothesis can proven return

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