

Research Article

The Effect of Women's Leadership Performance on the Effectiveness of Organization and Its Impact on The Performance of Women's Organization In Aceh Province, Indonesia

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Article History

Received: 04.02.2020

Accepted: 12.02.2020

Published: 08.03.2020

Journal homepage:

<https://easpublisher.com/easmb>

Quick Response Code



Abstract: The aims of research are to determine the effect of women's leadership performance on organization effectiveness and performance, the influence of women's leadership performance on organization performance through organization effectiveness performance. The location of the study was in Banda Aceh; especially in women's organizations headquarter in Banda Aceh with a population of 28 organizations and 130 respondents. The object of this research focuses on the influence of leadership performance on organization effectiveness and its impact on the performance of women's organizations in the Aceh province. This study explains that women's leadership performance predisposes organization effectiveness and performance of women's organizations in Aceh. This study obtained good results regarding women's organizations in Aceh with evidence that women's leadership performance affected the effectiveness and performance of women's organizations in Aceh. It indicated that women's leadership performance and organization effectiveness have a significant effect on the enhancement and success of women's organization performances in Aceh. Meanwhile, the mediation test found that there was an effect of women's leadership performance on organization performance through the effectiveness of women's organizations in Aceh.

Keywords: Women's Leadership Performances, Organization Effectiveness and Organization Performances.

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INTRODUCTION

The organization is networking related to subordinates and directors of leaders to achieve a common goal or also known as a joint activity carried out by a number of unlimited people who are useful in carrying out the vision and mission that has been previously set. An ideal organization has a clear structure and characteristics. The organization structure is the arrangement and the relationship between each part and the position existing in an organization in carrying out its operational activities in order to achieve organization goals. The importance of the organization structure is to show up the clarity of responsibility because each member involved in the organization is charged with duties and responsibilities. Job clarity and coordination are explained in the organization structure. Coordination is needed for communication to have a positive impact on the development of the organization according to organization characteristics, namely voluntary, social, independent, non-profit, democratic and based on principles.

The principle of the organization must be in accordance with Pancasila and UUD 1945, the position of the organization in Law number 17 of 2013 explained that the community organization (organization) are organizations that are built/founded by the community voluntarily due to the same principles, interests, unity, and objectives to participate in the development to achieve the goal of the Unitary State of the Republic of Indonesia based on Pancasila. More specifically, the legal status of an organization is regulated in Law number 16 of 2017, namely the issuance of Registered Certificate (SKT) and Ministry of Home Affairs number 57 of 2017 related to organization registration, namely the authority of issuing SKT (Registered Certificate) to the Ministry of Home Affairs with proposals through Directorate General of National Unity and Politics of each region.

The sturdy organization obviously has good clarity on various aspects as stated in the Statutes and bylaws (AD names, attributes/symbols, location, principles, vision, mission, structure, responsibilities, costs, strategies for problem-solving, escort and dissolution of organizations. The identity of an

organization can be a reflection of success for other organizations and the community realized by a work program that consists of the main work program and supporting work programs. In accordance with the vision and mission determined so that organization performance can be achieved optimally. According to Mouheriono (2012), organization action is the level achieved in the implementation of activity designing targets, expectations, goals, which come together in a simple manner in the organization. Organization performance and other important components in the organization structure will be a measure in determining organization effectivity. This is in line with Richard (2013) stated that organization effectivity will be attained if the important components in the organization structure such as CEO, Directors, Divisions and so forth exist in it.

Women's organizations are a system of collaborative activities whose leaders and members are dominated by women in carrying out a plan that is assembled in the form of a vision and mission to achieve a common goal. The involvement of a woman in an official or unofficial organization actually is based on the will to achieve certain purposes such as gaining insight, sharpening and developing skills. At a glance, women's organizations seem to be able to be run successfully, efficiently, quickly, easily and responsibly for human needs but are sometimes confusing. Women's organizations should at least be able to achieve goals effectively and efficiently if technical skills and managerial skills can be run well and supported by solid unity such as good cooperation to realize maximum organization goals. When involved in an organization, a woman usually chooses an organization that relates to her principles and characteristics, and also having a good structure in it. Because a women's organization that is worthy of choice is determined from its basic characteristics such as having a clear structure and also sufficient supporting technology.

To maintain the role and affectivity of women's organizations in order to stay exist and be trusted by the community, it can be done by empowering women's organizations through policy facilities in the form of a qanun (local regulations of Aceh) that motivates organization development and capacity of institutions / organizations by preparing documents, expanding networks of cooperation, motivation, skills, planning and mentoring, strengthening leadership and followers / subordinates, reward, research for progress, and empowering human resources with the provision of knowledge and counseling. In addition, cooperation and support from other organizations are also needed, such as rewards, subsidies, and motivation for each organization's activities to facilitate its performance in carrying out its rights and obligations.

In order to become a strong organization, women's organizations must have the authority to manage all operational activities independently and transparently and also have the authority to control finance and organization attributes that are in line with the regulations for achieving targets set in the organization. In addition to rights and authority, women's organizations must also fulfill their obligations to carry out their activities in accordance with organization goals by maintaining religious norms, culture, codes of ethics and customs, unity, public order and the organization and outside the organization. In terms of internal interests, an organization is also required to be able to manage finances transparently and accountable.

The reason behind the importance of establishing women's organizations, which are clean of things that are contrary to the principles of ideology and the provisions of the qanun/laws of the Republic of Indonesia, is that these women's organizations are considered capable of answering national problems and polemics specifically related to women's rights. Women's organizations seek to obtain justice and equality of positions that are free from any discrimination, and in order to achieve that expectation, an idea to form a progressive women's organization needs to be carried out.

The performance of women's organizations is basically not only based on the hard work of members of women's organizations but also supported by the performance of a leader in leading and embracing members and managing organization activities. The effectiveness of women's leadership roles in a women's organization can be seen from the positive results of their ability to manage women's organizations. According to Robbins (2013), women's leadership has a huge effect on achieving women's organization goals because the activities and performance of members in women's organizations are largely influenced by the presence of female leaders.

The underlying phenomenon of this research is the rise of women's role as leaders especially in women's organizations in the province of Aceh. There is much successful female leadership, but there are still negative perceptions judging that women's leadership is weak, emotional, and often irrational. Behind the opportunity as a leader, it turns out that the weakness of women's leadership in the organization is the physical limitations and scope of movement that women have. Likewise, the duties and responsibilities of women in the household that cannot be left behind make women leaders have no adequate time to concentrate on organization activities. In addition, women's leadership is still considered to be less assertive in acting and making decisions that are still complained of by members of the organization. A woman leader of an organization should always be aware of the importance

of her position for the advancement of her organization, especially with regard to her ability to manage and run the work program that has been designed.

II. LITERATURE REVIEW

Organization Performances

Organization performance is the level of achievement of individual success within a certain period of time in each of the fulfillment of its obligations relating to various opportunities such as performance, goals, and characteristics that have been designed and agreed upon by all members in an organization. The answer to the success or failure of an organization is achieving its intended target, which is its performance (Ardiansyah *et al.*, 2018). An organization is said to be high-performing if the organization is able to produce planned performance at high quality by using great human resources. As with the opinion of Mouheriono (2012), organization performance is a reflection of the level of ability to achieve expectations in carrying out something related to planning activities and the provisions of designing and achieving the target organization that is packaged in the form of good progress in the organization. Organization performance also questions the appropriateness of the organization's vision and objectives with the existing facts, economic, cultural and political factors, as stated by Pasolong (2010) organization performance that is overall success for the needs determined by each organization relating to strategic activities in developing existing skills are organized in a sustainable manner to achieve perfect organization needs. Organization performance is measured by focusing on efficiency that is key to planning, goal setting, development of relevant measures, formal reporting, results, and use of information. Every target that has been agreed upon must really be considered and carried out according to the plan that has been set together so that the performance is more maximal and the organization develops quickly (Wilson, 2012). In addition, organization performance is influenced by factors such as the external environment, motivation or organization motivation, and organizational capacity. Based on the opinion of Mouheriono (2012) that organization performance indicators consist of seven characteristics that can be used as a measure of organization performance, as follows:

- Effective; measuring the target achieved correctly.
- (2). Efficient; measuring business results related to the use of a small cost.
- Productivity; measure the level of effectiveness of an organization.
- Security; measure the overall level of security for leaders in fulfilling their duties and obligations with guaranteed security.
- Quality; measure the match between the ability of leaders and organization performance achieved
- Safety; pay attention to and ensure the physical and spiritual health of members of the organization and a clean work location.

- Punctuality; measure the level of discipline of the leader and maximum use of time.

Effectiveness of Organizations

Effectiveness is the achievement of targets in a timely manner or setting clear targets from a set of ways and ensuring the accuracy of completion and decision making or said to be a benchmark of achievement. According to Richard (2013), effectiveness is a situation in determining the goals to be achieved and by utilizing facilities and having targeted and correct skills until the target is achieved maximally. Effectiveness also shows the magnitude of the results in accordance with planning, this is in the opinion of Purwaningsih (2010) effectiveness is the achievement of expectations of a target that reinforces the target level (quantity, quality, and time period) or the percentage of targets achieved so that it can be an effective level organization.

Effectiveness becomes a picture related to the maximum results achieved by the organization and becomes a benchmark for the success of an organization that is influenced by several factors including the right target design, clear management, legal provisions that must be adhered to and the motivation of local residents or work environment, because the environment provides a major influence on organization performance (Rusli *et al.*, 2015).

In The Opinion Of Richard (2013) The Right Indicators For Measuring Organization Effectiveness Are:

- Clarity of purpose; bring out various functions that can strengthen the organization and provide a focus on the organization to get good results.
- Philosophy and value system; relating to the background of the organization formed relating to the rules and standard policies that are set together to become guidelines.
- Composition and structure; providing the background and qualifications of organization members and dividing the tasks within the organization.
- Organization technology; utilization of modern
- technology which is balanced with competence.
- Organization environment; work atmosphere in the organization and related to the physical environment.

Women's Leadership Performance

Women's leadership performance is an element that is indispensable in enhancing high organization performance and is a measure to determine efforts to achieve satisfactory productivity, from the description A.A. Anwar Mangkunegara (2010) argues that women's leadership performance is a concrete action that is shown by individuals for the performance achieved by leaders who are aligned with their roles organized and all of them are bound and can be assessed by performance assessment. The purpose of

performance appraisal is more focused on motivating women's leadership to reach targets that have been designed. Related to women's leadership performance, Richard L Daff (2010) argues that women's leadership performance, which is performance related to the activities of each leader, is organized with maximum achievement standards. An effective and efficient organization is the hope of an organization so that it becomes the effort of leaders and members to improve their performance because good performing leadership and members will be the key to organization success, (Majid *et al*, 2016).

Furthermore, Wayan (2012) describes leadership performance, namely the ability to influence and protect others so that the person follows and approves every decision he makes. Women's leadership performance is influenced by internal factors and external factors.

Women's Leadership Performance Can Be Measured By Indicators, As Follows:

- Quality of work; all forms of units of measurement related to the quality of work
- Honesty; leads in terms of behavior, guided by norms, optimism, and noble character
- Initiative; directed and appropriate skills in designing and making decisions.
- Presence; a subject is present at a place.
- Attitude; thinking power and perception in studying certain aspects within the scope of the organization.
- Cooperation; refers to the practice of a person or group on a larger basis with mutually agreed upon methods and objectives.
- Reliability; a design application in the organization so that it can carry out its functions properly.
- Knowledge of work; foundation that must be owned by someone in carrying out what is their responsibility in the organization.
- Responsibility; an action done by someone based on their duties and obligations.
- Utilization of work time; maximum use of time to achieve satisfactory performance.

III. RESEARCH METHOD

Location and Object of Research

This research is located in the city of Banda Aceh, especially in women's organizations headquartered in the city of Banda Aceh. The objects in this study are women's leadership performance, organization effectiveness, and performance of women's organizations in Aceh.

Population and Samples

This research population is 28 women's organizations with a total membership of 3096 people with a sample of 130 people. The data in this study were collected using a personal questionnaire and supported by documentation and measuring instruments namely the Likert scale. Operational

variables in this study consist of Women's leadership performance (X) a concrete action shown by individuals for the performance achieved by leaders who are aligned with their roles organized and all of them are bound and can be assessed by performance assessment. Organization effectiveness (Y) situation in determining the goals to be achieved and the utilization of facilities and having directed and correct skills until the target is achieved maximally. Organization performance (Z) reflection related to the level of ability to achieve expectations in carrying out something related to planning activities and provisions to design and achieve the packaged target in the form of progress in the organization.

The hypothesis testing of this study was carried out using data analysis equipment, namely the analysis of the Structural Equation Modeling (SEM) pathway. The criteria that need to be considered to make the path analysis model are; (1) recursive forms; (2) the nature of the relationship in the same direction; (3) additives, linear and causal, (4) the distribution is good and right; (5) apart from multicollinearity; and (6) overall variables can be measured, at least at intervals. The reason for using SEM (AMOS) is because in this study the direct and indirect tests between variables are carried out.

The advantages of the use of SEM applications (AMOS) in this study are due to the high accuracy and speed of the results obtained from indicators and data analysis commonly used by an organization structure and able to confirm values theoretically between variables (Ferdinand, 2012).

IV. RESULT AND DISCUSSION

Characteristics of Respondents

In this study, the characteristics of respondents were reviewed in terms of the age of the respondent, marital status, recent education, years of service, and income of the respondents. In this study, respondents numbered 130 people or 100% of women compared to the age of 42 people aged 25 to 35 years or 32.3%, as many as 76 people or 58.5% aged 36 to 44 years, as many as 12 people or 9, 2% aged 46 to 55 years. Based on marital status more respondents are married. It was proven that 107 people or 82.3% of respondents were married compared to widows who only 23 people or 17.7%. Based on the level of education, they are more dominated by undergraduate graduate's as many as 89 people or 68.5% and postgraduate 36 people or 27.7%, while graduates of Associate degree are as many as 5 people or 3.8%. Furthermore, based on the tenure of respondents as many as 13 people or 10% have 3-8 years, a number of 55 people or 42.3% have a working period of 9-14 years, a number of 60 people or 46.2% with a work period of 15-20 years, a number of 2 people or 1.5% have more than 21 years of service. Based on income, a total of 83 people or 63.8% earn Rp. 4,000,000-

5,999,999, a total of 41 people or 31.5% earn Rp. 6,000,000-7,999,999, a total of 6 people or 4.6% earn Rp. 9,000.000-9,999,999. Based on these results it can be concluded that most women's organizations in the province of Aceh are dominated by respondents with an average age level of 36-44 years who are at the productive age level with undergraduate education so that they have a good sense of responsibility supported by a monthly income of Rp. .000-Rp. 5,999,999 and this 15-20 year working period is very in line with the rights and obligations in improving organizational performance. The validity test shows that all variables in this study are all valid because they have the correlation coefficient above from the critical value of the product moment correlation which is between 0.846-0,388.

In this study, the lowest product moment value is 0.276 while the highest value is 0.834. Based on the reliability testing of alpha results on each variable, namely the female leadership performance variable (X) obtained an alpha value of 90%, organization effectiveness variable (Y) obtained an alpha value of 143.8%, and organization performance variable (Z) obtained the value alpha 90.7%, so it can be concluded that reliability testing of the variables in this study proves that the measure of reliability that is Cronbach alpha credibility is fulfilled with an alpha value greater than alpha 0.90%.

Description of Women's Leadership Performance, Organization Effectiveness, and Performance of Women's Organizations Aceh

Through the results of testing the variables, it is understood that women's leadership performance turned out to have a positive effect on the effectiveness of women's organizations in the Aceh province. This is indicated by the estimated value of the critical ratio (CR) of 4.257 with a probability of 0,000. Means that the CR value is greater than ttable with a value of 1.97 and a probability smaller than 0.05. this certainly indicates that with the better performance of women's leadership in the Aceh province, it can have a good and maximum influence on the progress of the effectiveness of women's organizations in the province of Aceh. Based on the results of the study explain that women's leadership performance has a positive influence on the performance of women's organizations in the province of Aceh with the acquisition of an estimated parameter value of Critical Ratio (CR) of 3.156 which is more than ttable 1.97 with a probability smaller than 0.05. The results of this study indicate that with the increasing performance of women's leadership, it will have an influence in increasing the performance of women's organizations in the Aceh province. Based on the results of the study, it shows that effectiveness has a positive effect on the performance of women's organizations in the Aceh province, this is indicated by the acquisition of critical ratio (CR) parameter values of 2.452 which is greater than ttable which is 1.97 and probabilities

smaller than 0, 05. This indicates that organizations that have a high level of effectiveness will directly influence the performance of women's organizations in Aceh. Based on the results of the study, it gives an indication that women's leadership performance has an influence on the performance of women's organizations in Aceh through organization effectiveness. This is indicated by the direct influence of women's leadership performance on the performance of women's organizations in Aceh with the estimated value of the critical ratio (CR) of 4.297 while the influence of women's leadership performance on organization performance through organization effectiveness is 0.022. This means that if we want to improve the performance of women's organizations in Aceh, women's leadership performance must be improved.

RESULTS OF THE RESEARCH HYPOTHESIS

Ha1. Women's leadership performance has a positive effect on the effectiveness of women's organizations in Aceh.

Ha2. Women's leadership performance has a positive effect on the performance of women's organizations in Aceh.

Ha3. Organization effectiveness has a positive effect on the performance of women's organizations in Aceh.

Ha4. Women's leadership performance has a positive effect on organization performance through the effectiveness of women's organizations in Aceh.

CONCLUSION AND SUGGESTION

Conclusions

- The leadership performance, organization effectiveness and the performance of women's organizations in Aceh were descriptively going well. Women's leadership performance strongly supports the effectiveness and performance of women's organizations
- Leadership performance influences the effectiveness of women's organizations in Aceh. Female leaders have an important role in achieving the goals and performance of women's organizations in Aceh.
- Women's leadership performance affected the performance of women's organizations in Aceh.
- The effectiveness of the organization has an influence on the performance of women's organizations. In fact, all the above aspects need to be developed, because in increasing organization effectiveness it is necessary to implement strategic values in order to accelerate the achievement of the goals, vision and mission of women's organizations in the region
- There is an influence of women's leadership performance on organization performance through the effectiveness of women's organizations. This shows the importance of improving the performance of women's leadership organizations

in supporting the performance of women's organizations in Aceh.

RECOMENDATIONS

- In order to improve the organization effectiveness and performance of women's organizations in Aceh based on women's leadership performance, what needs to be addressed is increasing women's leadership performance, especially in involving all organization components in managing and making decisions that are acceptable to all women's organizations in Aceh.
- Based on the effectiveness of the organization, organization leaders should be able to create a more comfortable atmosphere in order to improve the performance of women's organizations in Aceh.
- To improve women's leadership performance and the performance of women's organizations in Aceh, the things that must be truly observed is the acquisition of the level of women's leadership performance. It must be reviewed and analyzed further by reflecting on the goals and allocations as well as the work capacity achieved.
- It is expected that further researchers to extend additional variables for their next related research

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