Full Length Research Paper

The effect of leadership style and motivation employee job satisfaction on ward in the district Citangkil Cilegon city – Indonesia

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This study aims to determine whether there is a significant effect of leadership style and work motivation on employee job satisfaction in the Village District of Greater Citangkil Cilegon. Three hypotheses were tested in this study. First there is a positive effect of leadership style and motivation work together on employee job satisfaction village. Both positive influence leadership style on job satisfaction pengawai Village. The third positive effect apparatus work motivation on job satisfaction employee village. The study population was all employees and all the RT and RW in the district area Citangkil as many as 185 people, whereas samples taken amounted to 185 people.

Key words: Influence of Leadership Style, Work Motivation, Job Satisfaction and Employee.

INTRODUCTION

Background

The current village government organizations have undergone significant changes this frequent occurrence of various changes in legislation governing the Village. The role and function of urban past refers to various laws and regulations, among others, Law No. 5 of 1979 on Village Government, Ministerial Decree No. 44 in the country in 1980 on the Organizational Structure of Government Sub (STOCK). Where the position of the village is representative of the central government in the region Village. While the role and function of the present village refers to various laws and regulations that currently apply include: Law No. 32 of 2004.

Stating that the feel of the village which became the forefront in implementing governance. In this regard the duty and function is currently a village where the strategic cornerstone of government services for the public are expected to be better. With this condition, village officials are expected to be able to respond to various changes and developments and the dynamics of public demand for this service has been given. Village government is required to make repairs to public service, which in turn will be satisfied. This situation requires village officials to work harder and be more professional in providing government services to the public. Therefore, management of urban governance should respond to changes in service delivery paradigm pemerintahaan this by considering various factors of internal GCC complete. With the approach - the humane approach where village officials are expected to have a value of job satisfaction, which in turn will improve their performance in the framework of the provision of services to the community. In the course of the work, village officials are implementing device or unit auxelery both (a) and the line is (technically) and connect with each executive staff who have duties and functions as required and keahliaannya and equipped with the means and facilities supporting a facility with the funding agency. All the organizations implementing and supporting facilities solely intended to smooth the organization in carrying out the duties and functions, to achieve specified goals or objectives.

The above description shows that satisfaction with the work done by the village officials strongly related to support for leadership styles and motivation displayed by his superiors. Based on an exploratory study, in fact the field many village officials who have not shown job satisfaction, so that the work has not achieved optimal. Not optimal performance of village officials in the execution of the duties and functions of the field, because often there is an overlap between the tasks undertaken.
by village officials. This is presumably because the duties and functions that have not been described and explained in detail, clearly and firmly into the details of the task or job diskrupsi, so that each piece, Subagian and staff can interpret their respective duties and functions it has. Frequent occurrence of overlap in the performance of duties allegedly also because it has not had a job analyst (job analysis). On the other hand is also suspected that the absence of a clear job description and unequivocal impact on the volume and scope of different jobs such as encountered in certain sub-areas are abundant volume of work, all the executive staff busy and diligent work because if a lot of work and will bring solid incentive that much anyway/outside money wages and benefits received by all officers each month. So it can be seen from a certain village officials who hold and carry on with the volume of work that is abundant in particular carry out the project tasks, the socio-economic situation of life or well-being higher. As for those who have no activity in Tunjang basic tasks in the implementation of the budget and in fact the staff executing tasks and keriataannnya less than the maximum, less diligent and disciplined as well as socio-economic situation and the welfare of his low because only rely on salaries and benefits alone are received each month like the other officers. This phenomenon illustrates that village officials officer job satisfaction as the dependent variable associated with the independent variables, both internal and external. Leadership style is suspected that external factors strongly influence job satisfaction. In addition, there are also internal factors that affect job satisfaction allegedly village officials, namely variable work motivation. Based on the description in advance, in order to avoid several unsuccessful Cilegon Government work programs that are sourced from job satisfaction village officials, the authors felt the need to conduct thorough research and study regarding job satisfaction factors seen from the village officials and the leadership style of their work motivation. On the basis of the things that had been the authors described above, the authors take the title of this research as follows: "The influence of leadership style and work motivation Against Employee Job Satisfaction in the Village and Regional District of Citangkil Cilegon".

Problem Identification and Formulation

Based on observations of the author in the urban environment as the District Citangkil Cilegon turns out there are several problems associated with job satisfaction village officials. The issues in question are:

First, the application of appropriate leadership style that has not been working so control is not optimal from village officials. Second, the level of discipline in the village officials in performing the tasks still need to be improved, it can be seen in terms of adherence to established rules and timeliness are obeyed and that should work in accordance with the achievement of predetermined targets. Third, is not optimal monitoring conducted by the employer attached directly to the village officials so that the work performed is not fully monitored continuously. Fourth, factors that are less conducive working atmosphere that can affect the execution of daily tasks, it is a concern because if the writers are less comfortable working atmosphere and not conducive it will affect the work of village officials. Fifth, not optimal use of suggestion and infrastructure in support of the execution of the work, this may affect the work. Sixth, not optimal rewards received on the results of work performed by village officials so as to give effect to the achievement of further work. Seventh, not maximal work motivation village officials so that the performance of the apparatus has not been reached.

Of the factors above, the interim analysis by the authors that factors Kepemimipinan style and strong work motivation presumably affect the employee job satisfaction, this research will focus on employee satisfaction as the criterion variable associated with the predictor variables in the form of leadership style and motivation employment. Then based identikasi pemasalahan described above, for purposes of implementation research, it can be proposed operational formulation of the problem as beikut:

1). How much influence the Leadership Style and Motivation working together on Employee Job Satisfaction?
2). How much influence Kepemimipinan Style on Employee Job Satisfaction?
3). How much influence on workplace motivation Employee Job Satisfaction?

Research Objectives and Purpose. This study intends to conduct in-depth study on Employee Job Satisfaction in the Village District area Citangkil Se Cilegon and revealing about:

A). Employee Job Satisfaction.
B). Application of Leadership Style in support of urban performance.
C). Employee motivation in supporting kinerjannya.

Further research is done so that it can be used as a complementary information on Employee Job Satisfaction, both in terms of leadership style and work motivation. In detail the usefulness of the results of this study are:

1. In general, the results of this study are expected to be capable, contributing a sizeable in the development of local governance administration.
2. Adding to the authors' knowledge both theoretically and practically on Employee Job Satisfaction in the village as the District Citangkil Cilegon.
3. Becomes an input to the Government related Cilegon on Employee Job Satisfaction importance attributed to factors Kepemimpinan Style and Work Motivation.

Scope of Research

The focus of this study include the discussion of the influence of Leadership Style and Work Motivation on Job Satisfaction Employee. Thus the scope of this study involves three variables, namely variables of leadership style, variable Work Motivation and Job Satisfaction Variables Employee. Each variable be limited by the dimensions specified by the author based on the theoretical framework that the author got from literature. Given the limitations of both time, effort and cost of the study authors conducted this study in the environment as the District Citangkil Cilegon. This is based on that the author is currently working on the place, making it easier to implement activities related to this thesis.

1. Employee Job Satisfaction is an emotional state in which the employee occurs or does not occur the meeting point between the value of employee remuneration levels of the organization with the value of fringe benefits that are desired by the employee.
2. Work motivation is the individual's knowledge of himself (self-identity), an assessment of himself (self-assessment) and individual perspectives on how to act (self actors) that include: achievement, recognition, appreciation, desire develops.
3. Kepemimpinan style is an activity affects other people in order to do the work together toward a specific goal that has been determined in advance.

LITERATURE REVIEW AND FRAMEWORK FOR THINKING

Thinking framework

The realization of good governance (good governance) and governance are clean (clean governance) from the practice of corruption, collusion and nepotism showed good levels of employee satisfaction. Mathematically, the closer the employee satisfaction rate presentation to the presentation adopted absolute (100 %) indicates that the quality of support staff and administrative services have been provided to meet the needs and desires of the public institutions.

The higher the percentage of employee satisfaction rate is refleksasi the high quality of services provided. Conversely, the lower the percentage of employee satisfaction rate reflects the lower the quality of services provided. Situational like this is not only valid in the private world, but also prevail among government agencies. If this understanding is used as a reference, it is expected that the higher awareness of the importance of creating a government employee job satisfaction, which in turn will better the quality of care that is given to the public. In contrast, low levels of employee job satisfaction will negatively affect the contribution of these institutions in providing services to the public. Having regard to the above description and refers to the understanding of the various theories that exist, it can be said that the high and low levels of employee job satisfaction is determined by the presence of a variety of factors. In this thesis factors-factors that are positive and significant influence is assumed leadership style and career development. In other words, the effectiveness of leadership style and the good and bad motivation to work in a good thought to have an influence on the level of employee satisfaction burunye. The relationship between a person's motivation to work sometimes that an employee has a high motivation to work that seeks to improve performance through changes in the scope of work and into work increased and the onset of the election of each individual job satisfaction aparat.

Kepuasan work concerning wages, facilities, working conditions and environment adequate employment, relief, happy, happy, safe, loved and a sense of togetherness preformance of an organization where the apparatus is working as an influence for the fulfillment of the needs of each apparatus as a high impact work motivation of the individual officers. Motivation is given by taking into account intrinsic factors such as achievement, recognition, responsibility, advancement, work itself may have evolved and extrinsic factors that include wages, job security, status, procedures, quality of supervision teknia the quality of interpersonal relationships among peers with boss and the subordinate will provide and increase the job satisfaction of the authorities. Based on the description above description, it will be analyzed models of the relationship between the variables that were included in this study. As mentioned earlier that there are many factors that determine the criteria for employee job satisfaction within the urban area of the District Citangkil Cilegon, both from internal and external variables. In addition, it also illustrated the relationship between leadership style, work motivation and job satisfaction apparatus. Review of Literature. The quality of governance and development In etimologis government derived from the basic command that means doing work order The addition of the prefix" Pe " into government means the person making the power of commanding. The addition of the suffix becomes an act of government bertai, way, matter or matters rather than the governing body (Inu Kencana Syafe'i, 1995:6). While Ermaya Suradinata (1998:6) distinguishes government and
governance. The government is public materials that has the function to make efforts to achieve the goal state. While the government is all the activities of the institution or the public bodies in carrying out his function to achieve the goal state. In some of the literature written by experts, discuss the meaning of governance in the narrow sense and the broad sense. In a strict sense is understood as all activities of public bodies which only covers executive power. Sedangkanpemerintahanaan in the broadest sense are all the activities of public bodies which include powers legislative, executive and judicial. The concept of governance in a broad sense above, appears to be based on the theory proposed by Montesquieu in his theory that very famous " triad Politicn "in his book" L' Esprit des Lois", dividing the state power in the 3 fields separated from each other, namely: Pouvoir Legislature, which power in the field of law-making. Pouvoir Executive, namely the power to implement everything that was ordered by law. Pouvoir Judiciary, namely the power to keep the law can be run as well as possible in accordance with the purpose (in Ermaya Suradinata,1998:6 - 7).

Neither the government nor the scholarly discourse in practice, the theory of Montesquieu influenced the state government in the teaching practice. However, in actual practice plans many obstacles, so that the theory can not be run Triassic Politico pure or completely. This is Karen state governance practices, including in the United States using the principle of "checks and balances" between the executive and legislative powers. Included in the government administration in Indonesia, the theory Triassic Politicn" tidak sepenhnya adopted. Stimulation in the governance system menuet 1945 does not embrace separation of power, melainkan more emphasis on the division of the system function. According Ermaya Suradinata (1998:7) that : function divided state to state agencies, such as: power or function to make laws executed by the President together with the Parliament (Article 5, paragraph 1 of the 1945 Constitution); granting clemency, amnesty, abolition and rehabilitation, which actually includes the judiciary, not run by the Supreme Court, but by the President (Article 14 of the 1945 Constitution).

According to Gandhi (1968 ) that the development is a normative concept that implies choices goals, in achieving its objectives as the realization of human potential (in Sepandji, 1999:4). Meanwhile, according Ginandjar Kartasasmita (1997:86) that is based on the economic literature, development is defined as a continuous process of increase in real income per capita through increasing the number and productivity of resources. The concept of development should be viewed dynamically, which is the development of an orientation and business activities are endless. Therefore, development is a process of conscious change and plans to menwujudkan a better condition than the previous condition. The role of government in development is to be with the community to make a plan, so that the development is carried out is really a community needs. Planning itself merupakan a continuous process, and the continuous process includes two aspects, namely the formula and its implementation plan. A good development programs in governance must have at least a characteristic as follows : Clearly defined goals. Determination of the best equipment to achieve specific goals. A consistent policy framework and or projects that are related to achieving program objectives as effectively as possible. Measurements with the estimated costs and benefits of the program are expected to be generated. Relationships with other activities in the development of business and other development programs. A program is not a stand-alone development. Various efforts in the field of management, including the provision of tengan, finance and others to implement such programs (Sepandji 1999:45). Development by the government in prinsipny that in order to achieve the life of the nation as one of the preconditions and development objectives, the tasks of government are, among others, coaching skills and attitudes that are more advanced. Quality of governance (government) is considered very crucial in the development process, all the more so after the construction of the expanded notion that not only includes high -level economic, but also includes a broad dimensions of human life (Arief, 1999:390).In relation to the description above, the process of governance and development and implementation of community development is a symptom that increased activity of the role of governance and the role of bureaucracy is heavily influenced by the behavior, ability and discipline as a bureaucrat. In carrying out governance quality certainly can not be separated from the management of governance. This means that it takes human development that is capable of running the wheels of governance in an honest, fair and professional. Mengakhbatkan development process of changes towards better governance is needed personnel working in the interests of society. That role showed that attitudes can see the state of balance condition and future development.

The concept of Job Satisfaction

Everyone is doing the work always involves aspects of physical and psychological aspects in him. So it is with the case by way of response to the results of the work he does, which is one form of response to issues related to employment, in the review of the psychological aspect is feeling satisfied or not satisfied. Complacency will lead to the urge to do the same job again, while causing dissatisfaction tends to be avoided. Psychologically, humans have a tendency to interact with the living environment, which often lead to employment agreements. For example, the contract of employment in
the business world or in the office. In addition, humans are God's creation that has a variety of needs, ranging from primary, secondary, until lux needs. Because of this, people are motivated to work. In this regard, Allah has guaranteed that the fortune of each of its inhabitants in the language of the Qur'an, called "creeping creatures" or Dabbah. This word literally means being engaged. Thus, being engaged and active rejekinya guaranteed by Allah (Rushdi, 2000:95). Why is that? Because, the activity that is the source of the life of God's creatures. Prophet has a portrait of a bird out of the nest in the morning hungry and return in the afternoon with a full stomach. Birds flying to and fro is proof he move. Thus, the principle is the origin of no effort, activity and creativity, Allah will bring fortune to his servant. To meet their needs, humans need to work Qur'an as a guide to life (the way of law). Muslims have given a strong impetus for the work to find the gift of God. So the Qur'an teaches, when people have to fulfill the obligation to God, man was ordered scattered on earth with lots of MAGs God. Because, all of these will bring good luck (Surah Al - Jum'ah / 62:10) The work done there is a fun person himself, there is also a handcuff or become a psychological burden. It is closely associated with the working atmosphere in which the person doing the work, in addition to the impulse arising from him. Job satisfaction according Lokce is something fun or positive emotional state as a result of estimates rather than a job or work experience (in Fred Luthans, 1995:126). Furthermore Lokce menegemukkan that job satisfaction, namely:

(1) Emotional response to a work situation.
(2) is often determined by how well comes out to meet or exceed expectations.
(3) Represents the attitude interconnected.

The factors that affect job satisfaction include:

A. The work itself. The contents of the work itself is a major of the job satisfaction.
B. The wages (payment). Wages and salaries dikendaki into something meaningful, but complex multidimensional factor in job satisfaction.
C. Promotion. Opportunity/promotion opportunities seem to have an effect on job satisfaction. D. Supervision. An important source of regular on job satisfaction.
E. Working Group. Another working group will embrace an effect on job satisfaction.

Familiar, coworkers guyub is one source of job satisfaction for individual workers. While the out comes of job satisfaction are:

(1) satisfaction and productivity.
(2) Satisfaction and Business.
(3) satisfaction and Attendance.

(4) Other effects of job satisfaction.

Low job satisfaction, would have a negative effect on an organization that has been documented. According to Gibson satisfaction and morale are similar terms, which shows to what extent the organization meet the needs of employees, employee replacement (turnover), kemagkiran, kertlambatan and complaints (James L. Gibson, 1992:33). Job satisfaction in general means that processed fulfillment of experience doing various jobs and getting ganjaran. Kepuasan work is a consequence of the rewards and penalties associated with past performance. Department personnel or management must constantly monitor job satisfaction, because it mempeengaruhi absenteeism, labor turnover tenga. Based on the theories that have been discussed can be concluded that job satisfaction is the feeling of working on various aspects of the work include:

(1) the work itself
(2) the supervisor's leadership
(3) co-workers
(4) income
(5) promotion.
(6) facilities employment.

Then, as explained in advance, that job satisfaction as a variable dipenden influenced by various factors. According to T. Hani Handoko, personnel function has a direct and indirect effect on employee job satisfaction. As shown in Figure 1.2, the personnel function can provide direct contact between employees. In addition, various personnel policies and activities having an impact on the organization system. Climate of the organization provides a work environment that is pleasant or unpleasant for people in the organization, where it would affect the job satisfaction of employees. For more details the effect on job satisfaction of the personnel function can be described as follows:

**Job satisfaction can be described as follows**

The description above describes the relationship of job satisfaction which leads to the implementation of the GCC work better, or vice versa, raises performance satisfaction. relation to the above description, Strauss and Sayless, states that job satisfaction is also important for self-actualization. Employees who do not get job satisfaction will not receive psychological maturity, and in turn will be frustrated. Such employees would often daydream, have low morale, tired and bored, emotionally unstable, often absent and did busyness that has nothing to do with work to do (George Staurus, 1999:54). While employees or officers who have job satisfaction and attendance records generally have better turnaround and perform better (Garry Desler, 1998:61).
Therefore, job satisfaction is of significant importance for both employees and enterprises, mainly because it creates a positive situation in the corporate work environment. Concept of Leadership Style. Before the discussion of leadership styles, first described on the definition of leadership. In many experts give a definition of leadership was not the same in the same editorial, although its cargo. Government leadership by Suradinata (1997:25) is the process of influencing people to follow the activities of the government in order to achieve predetermined goals. Hersey and Blanchard (1988:86) define leadership as the process of influencing the activities of an individual or a group in Efforts toward goal achievement in a given situation. This definition implies that leadership is a process, and processes geared to influence individuals or groups. Influence is directed to
achieving goals in certain situations. Thus, the effect of which do not take place at any time, but only appears in certain situations. Then, Koont and O'Donnell (1989:123) reveals that leadership is a process of influencing people to join a group achievement of common goals. Correspondingly, Siagian (1983:4) states that leadership is an activity affects other people in order to do the work together toward a specific goal that has been determined in advance. Another theory regarding leadership styles proposed by Reddin (1994:73-75) states that there are three basic patterns that can be used to menentukkan leadership behavior. The basic pattern is oriented task (task oriented), result-oriented (production oriented). According to the three basic patterns that can be developed into eight kinds of leadership styles namely: disserter, bureauocrat, missionary, developers, Autocrat, benevolent Autocrat, Compromiser, and executive. Characteristics of the leadership styles described simply in figure 2.3 as follows: less effective Missionary deserter Autocrat Compromiser There is no sense kerterlibatan Hard Not to oversimplify minded attitude remains Stubbornly low morale Helper with no decisions.

Weak minded are difficult to predict more effective developer bureauocrat benevolent/Autocrat Executive creative current stick to the rules and discipline of high grade giving an abundance of human organization authorized by either experts motivate well organized Lugu without shelter tendeng trying to put confidence involved broad-minded. Various opinion of the background of the leadership styles are as follows: Linkage to the tasks, jobs, or the results that can be called with the production. Through the tasks or the work, style is an aspect of leadership behavior in order to achieve goals through a process of influencing subordinates. Leadership in task -oriented look at the results of the main objectives, paying extra attention to the tasks performed subordinates, giving clues about their work and emphasize the task dilapada coaching subordinates, and mengutamakn results rather than process. Linkage with subordinates. Through subordinate style is an aspect of leadership behavior in order to achieve goals through a process of influencing subordinates. Oriented leadership prefers coaching subordinates subordinates involving subordinates, motivating, maintaining family relationships and good cooperation relationship. Linkage between the level of maturity of subordinates. The behavior of leaders here will be tailored to the maturity level of subordinate views of responsibility, ability, activity and experience of subordinates. Such behavior is also in the achievement of goals through the process of influencing subordinates in accordance with the maturity level subordinates. Along with the earlier opinion, and Hadari Nawawi (1983:83) states that there are three basic patterns of leadership styles as follows: Attention choose a leader and a strong desire to carry out the task, without interference from others. The leader demanded that each member as he paid great attention and a strong desire to carry out his duties. Leaders pay attention and strong desire to ensure that everyone is able to work together in carrying out their respective duties. Everyone should be able to establish cooperation with the leaders, both became boss lambsung and other unit leaders. The leader considers that the result is a measure of leadership achievement. Each is carrying out and how it is performed is outside the leader’s attention, because what matters is the quantity and quality of the result and not the process. Another theory related to the task and subordinate, but viewed from the other side is the situational leadership theory as developed by Blanchard in Harsay and Stoner (1994:470-472) that the most effective leadership style varies according to the level of maturity or maturity of subordinates. Maturity or maturity is not something that is stable in nature. The concept of work motivation motive, is something that encourages a person to act to do something (Ngalim Purwanto, 1998:60) can also be interpreted as a motive power in the one who pushed him to do something, or the state of one who pushed him to do something. According to the psychology, motifs can be classified to several things, namely: Psychological Drive, which impulses are physiologica/physical such as: hunger, thirst, sex and so on. b. Social Motives, the impulses that had to do with another human being in society, such as: aesthetic impulse, urge to always do good (ethics, etc.) (Ngalim Purwanto, 1998:62) Thinking framework: The realization of good governance (good governance) and governance are clean (clean governance) from the practice of corruption, collusion and nepotism showed good levels of employee satisfaction.

**RESEARCH METHODOLOGY.**

The authors carried out using a survey method. According to Masri Singarimbun (1989:3), that the survey method is a research method that takes a sample from a population and using questioner as the main data collection tool. In this study the data and information collected from the respondents using the questionnaire. Nonetheless, this study will try to combine data and quantitative data that is qualitative. This is achieved, so that the data obtained are complementary to each other, so that in turn obtained a research data intact, integrated and able to answer the problems that have been previously defined and formulated. Furthermore, that is the focus of this study is the Employee Job Satisfaction, Leadership Style and motivation to work. The pattern of relationship variables above can be seen in the image below:

\[ \rho_{y1} = \text{structural parameter that indicates the influence of } X1 \text{ on } Y. \]

\[ \rho_{y2} = \text{structural parameter that indicates the influence of } X2 \]
to Y = structural parameter that indicates the influence of X1 and X2 to Y.

C = Other factors that affect Y X1 and X2 beyond the research design used in this study is a descriptive survey method of analysis.

This method aims to obtain a description of the symptoms observed in the present circumstances, and on that basis then find the answer to solving the problem or the symptoms are there. Furthermore, each variable can be operationalized as follows: The independent variables consist of: The independent variable (X1) which is an activity leadership style affects others in order to do the work together toward a specific goal that has been determined in advance. The independent variable (X2) The concept of work motivation is that individual knowledge about themselves (self-identity), an assessment of himself (self-assessment) and the individual's perception of how to act (behavioral self) which include: achievement, recognition, appreciation, desire develops The dependent variable (Y), namely: Employee job satisfaction is an emotional state in which the employee occurs or does not occur the meeting point between the value of employee remuneration levels of the organization with the value of fringe benefits that are desired by the employee. Translation of these two variables into dimensions and indicators can be presented. B. Population The population in this study were all employees and the entire head of Rt and RW Citangkil district area consists of as many as 185 PEOPLE : Employee village = 48 Chairman Rt and Rw = 137 C.

Sample and Sampling Procedures

Sutrisno Hadi (1983:73) stated that "there is actually no absolute determination of what percentage of a sample drawn from the population. The absence of absolute determination, it is not necessary lead to hesitations on an investigator". On the basis of the opinion of the authors took a sample of 100 % of the population sebanyak 185 people.

Data Collection, this study used a descriptive analysis method. The data collection techniques used is through surveys, ie, by using a questionnaire questionnaire, aimed to obtain primary data from respondents who ditetapkan as samples in this study. Study survey by Arikunto (1993:67) is: "a research approach that is generally used for extensive data collection and a lot to find the position (status) phenomena (symptoms) and determine the status of the membandingkan similarities with those standards". According Singarimbun and Effensi (1995 : 5 ) definition of the survey: "generally limited to research data collected from Ampel over population". Thus, survey research is a research process that takes a sample of the population and the use of questionnaires as the principal means of data collection, and analysis in general is an individual. Selanjutnya Nazir explained that the descriptive approach is intended to create a picture of systematic, factual and accurate, and the facts about the relationship between the phenomenon to obtain the truth. While the correlation approach to ask the testing of research hypotheses are proposed, namely the extent to which variations in the facts associated with variations in other factors. The research was conducted by collecting qualitative data, which sekanjutnya will be presented in the form of numbers (quantified) to be tested in accordance with the design verification of data analysis. Questionnaire submitted to the respondent amounted to 45 statements, for as many as 15 variable leadership style statement, Motivation variable as much as 15 statements and variable employee satisfaction by 15 statement. The statement was structured so detailed and complete to be answered by respondents choosing one of the alternative answers provided, the provisions of "questionnaire used in this study are arranged according to Likert 's scale model formulated with 5 categories". Statements presented are qualitative, for the purposes of data is tailored to the nature of the questionnaire statements. Positive statements were scored 5,4,3,2,1 and negative statements are given chord 1,2,3,4,5.

The scoring is as follows:

A). Answer " Strongly Agree (SS) " scored 5
b). Answer " Agree (A) " scored 4
c). Answer " Ragt - doubt (R) " scored 3
d). Answer " Less Agree (KS) " scored 2
e). Answer " Disagree (TS) " scored 1

Data analysis, once the data is collected, then analyzed. This stage is the stage of the most important and decisive. In the analysis phase, the data is processed and processed into groups, classified, categorized and used to obtain the truth in answer to the problems posed in the research hypothesis. To obtain the data obtained, the authors used two methods simultaneously, namely:

1. Quantitative descriptive analysis, the interpretation and measurement of outcomes research data in the form of numbers.
2. Quantitative descriptive analysis, the above discussion and cellophane data research results expressed in writing, words or sentences.

This research aims to reveal the relationship/influence of variables between the independent variables (free) with the dependent variable (dependent). In statistics, analysis methods corresponding to these problems is the regression analysis, where the dependent variable is influenced by several independent variables. The dependent variable is the variable that is assumed to arise due to the influence of the independent variables. In
the previous section has been determined that the dependent variable in this study is job satisfaction (Y), while the independent variable is the Leadership Style (X1) and work motivation (X2). The quantitative analysis in this study is done with the following steps:

Test reliability and validity using Cronbach Alfa reliability keofisien formula is:

Test reliability I R = VR – VE VR where : VR = Variant Respondents VE = Variant Error I R = reliability index

Test Validity: \( \frac{X}{X} _ Vh = (\bar{X}(SSX) (SSY)) ^{(SCP)} \) (Benny Gunawan 2002) where : \( \frac{X}{X} _ SCP = \frac{\sum XY - \sum (\sum X) (\sum Y)}{n-1} \)

\( SSX= \frac{1}{n} \sum X^2 - \frac{(\sum X)^2}{n} \)

\( SSY = \frac{1}{n} \sum Y - \frac{(\sum Y)^2}{n} \)

\( X = \) Score for each of the data quesiner Y = Total Score

N = Number of Samples Descriptive statistics and histograms X1, X2 and Y

The depiction of the independent variables and variables related to the results of research conducted by calculating the average (mean), median, maximum, minimum, standard deviation. Test requirements regerisi multiple line equation.

Data normality test variables X1, X2 and Y by using the Jarque - Bera Test formula as follows: \( [K^2] + [S^2] \) JB test = \( [1 S \frac{2}{6} + \frac{K^2 (K - 3)}{24}] \) where \( S = K = \) Kurtosis Skewness N = Number of Samples Rejection rule if the value of JB test > \( \chi^2 0.01 \) 2 data distribution is not normal or vice versa if the JB test < \( \chi^2 0.01 \) 2 then the distribution of data is normal Autocorrelation test analysis method Durban - Watson test with humas as follows:

\[ d_2 = \left( \frac{1}{n} \left( \frac{\sum (e) (t - e) (t - 1)}{\sum (e) \sum (e)} \right)^2 \right) \] (Gujaratı : 2001) Rejection rule : \( d_2 > \) does not happen auto-correlation Where: \( k = 2d \) dana = 5 %.

Heteroskedasticity test test using White Test (Gujaratı: 2001) is rejection rule: if \( n (R2) > X20,01 \), df then the distribution of the data is Heteroskedastik (variants not homogeneous) and if \( n (R2) < X20,01 \), df then the distribution of data is normal (Heteroskedastik homogeneous or constant variance).

Where:

\( n = \) number of observations (sample) \( R2 = \) coefficient determinant of residual test results (White test) \( df = \) number of independent variables in testing White Test (C, X1, X12, X1x X2, X2, X22) is 6 test collinearity Rejection rule : if the value Tolerant ≠ 0, then there is no Collinearity between X1 and X2 or VIF values < 10, then there is no collinearity between X1 and X2. hypothesis Testing In analyzing the data in this study, the authors used analysis of variance (ANOVA). To examine the hypothesis 1 is done by F test with the following formula: Fhitung = MSR MSE. If F count > F, then Ho is rejected and H1 is accepted whereas when F value < F table, then Ho is accepted and H1 is rejected. To test Hypothesis 2 and 3 performed by t test with the following formula:

\[ t = \frac{b1}{SE (b1)} \] Se (bi) = \( \sqrt{MSE} \) \( \sqrt{SSX (1 - r^2 12)} \) If t count > t table, then Ho is rejected and H1 is accepted whereas tcount < then Ho is accepted and H1 is rejected.

Systematically, the functional relationship dependent variable (Y) independent variables X1 and X2 can be expressed as follows: \( Y = a + b1X1 + b2X2 \) above equation is called the multiple linear models (multiple). Called linear because of all the variables involved in rank one and multiple Because more than one independent variable. To measure how large an effect the independent variable on the dependent variable can be calculated with a besarn called kofisien determination R2 are denoted by the following formula:

\[ R^2 = \frac{SSR}{SST} \]

The place and location in research conducted in the district office as the District Citangkil Kota Cilegon.

RESULTS DISCUSSION

A. Testing Research data. Analysis of the data in the study done by doing the tests as follows:

1. Test Reliability and Validity
2. Statistical description and Histogram Variables X2, X2 and Y
3. Simple correlation between the variables X1, X2 and Y
4. Requirements Garia Multiple Regression Equation
5. hypothesis Testing

DISCUSSION

From the results of research conducted by using a statistical calculation computer program SPSS version 11.0 and Eviews Version 4.1, the result of the calculation. Referring to the discussion of the results of the analysis of the relationship Leadership Style and Motivation Work with Employee Job Satisfaction In Regional District of Citangkil Cilegon, we then need to be discussed acknowledge each variable as follows : Effect of Leadership Style and Motivation Working together Against Employee Job Satisfaction In the Region Subdistrict Citangkil Cilegon. From the data processing obtained value of F -statistic of 1009.711, while the magnitude of the F - table with degrees of freedom ( df ) 2 and 182 on α (0.05 ) Thus the value of 2.9957 F statistic > F - table, so that hypothesis is taken: H0: H1
rejected: accepted From the results of statistical calculations in which the F -statistic > F - table, it can be stated that the Leadership Style and Motivation factors Working together has a positive influence on the Employee Job Satisfaction In Regional District of Citangkil Cilegon, in other words, the better the level of Leadership Style and Motivation is getting good work done, it will be better the Employee Job Satisfaction In Regional District of Citangkil Cilegon. Two important factors are leadership style and work motivation showed a fairly positive relationship in the Employee Job Satisfaction In Regional District of Citangkil Cilegon. Besides even then, judging from the determination kofisien seen that, it turns out the level of diversity of 91.7326 %, Employee Job Satisfaction due to the diversity of factors Leadership Style and Motivation Kerja.Hal clearly shows that both factors Leadership Styles and Work Motivation is the dominant factor in Increased Employee Job Satisfaction, while the remaining 8.2674 % Employee Job Satisfaction is influenced by other factors in this study were not analyzed further, such as the provision of incentives, promotions and much more other factors that may affect the Employee Job Satisfaction this study was not analyzed further. Influence of Leadership Style Against Employee Job Satisfaction In Regional District of Citangkil Cilegon City. Based on the research results of data processing with the help of Eviews program calculation of t -statistic values obtained in appendix 9 of 16.75013, while the magnitude of the t- table with degrees of freedom ( df ) 182 at α ( 0.025 ) of 1.960 thus the value of the t-statistic > t - tables, so the hypothesis is taken : H0 : H1 rejected : accepted thus it can be stated that the leadership style has a positive influence with Kepusan Employees Work, in other words, the better the level of leadership style that is done, it will also increase the Employee Job Satisfaction In the District Citangkil Cilegon. Although the results of hypothesis testing has proven the influence of Leadership Style Regional District of Citangkil Cilegon with Employee Job Satisfaction is significant, but its effect has not been demonstrated that the optimal rate. This suggests that leadership style made in improving Employee Job Satisfaction maksimum.perlu still not taken concrete steps to improve Employee Job Satisfaction In Regional District of Citangkil Cilegon.

Effect of Work Motivation Job Satisfaction Of Employees In Regional District of Citangkil Cilegon. Based on the research results of data processing with the help of Eviews program calculation value of the t-statistic obtained by 133.60947, while the magnitude of the t-table with degrees of freedom ( df ) 182 at α ( 0.025 ) of 1.960 thus the value of the t-statistic > t - table, so the hypothesis is taken : H0 : H1 rejected : diterim. With the results of such statistical calculations where the t-statistic > t - table, it can be stated that the work motivation has a positive influence on the Employee Job Satisfaction In Regional District of Citangkil Cilegon. As another aspect of the dominant note in an effort to improve employee job satisfaction in addition to aspects of leadership style, is the aspect of Work Motivation plays an important role in improving employee job satisfaction. Although the results of hypothesis testing has been shown to influence work motivation with Improved Employee Job Satisfaction quite significant, but its effect has not been demonstrated that the optimal rate. This suggests that the motivation work done in improving Employee Job Satisfaction In Regional District of Cilegon Citangkil still not maximum, need to be taken concrete steps in order to improve Employee Job Satisfaction In Regional District of Citangkil Cilegon.

CONCLUSIONS AND RECOMMENDATIONS

CONCLUSION

Have done testing requirements of the multiple regression equation including normality test data, the auto correlation test by finding the Durban - Watson, heteroscedastic test using the test Multicollinearity White Test and Test results showed that posisi so can ditaik following conclusion : From the results of calculations in which the F - statistic statistic > F - table, it can be stated that the leadership style and motivational factors Working together has a positive influence on the Employee Job Satisfaction in the Village District of Greater Citangkil Cilegon, in other words, the better the level the better the Leadership Style and motivation Work done, then it will be better the Employee Job Satisfaction in the Village District of Greater Citangkil Cilegon, this was based on the results of data processing obtained value of F - statistic > F - table style of leadership has a positive influence with Kepusan Employees Occupational village, in other words the better level leadership style that is done, it will also increase the Employee Job Satisfaction In Regional District of Citangkil Cilegon, it is based on the results of the research data processing with the help of Eviews program calculation values obtained t -statistic > t - table, so the hypothesis is taken : H0 : denied, H1 is accepted. Work motivation has a positive influence on the Employee Job Satisfaction In Regional District of Citangkil Cilegon, it is based on the data processing program of research with the help of calculations obtained Eviews t -statistic value > t - table, so the hypothesis is taken : H0 : rejected, H1 : accepted.

RECOMMENDATIONS

By considering a few notes that the author made during the study and based on the results of the above conclusions, the suggestions that the authors make is as follows : It should be pursued in a gradual and continuous
increase in the attention of the leadership and of the organization in order to improve employee motivation. It is important because it is a frontline village officials that directly face the society so that the necessary efforts to increase his motivation. Further to other researchers or certain parties involved and interested in developing these results in more depth, this research is expected to be used as study materials at early or as input for further consideration.

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