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## Influence of Leadership and Communication on the Performance of South Jakarta District Court Employees

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**Abstract:** This study examines the influence of leadership, communication on employee performance at the South Jakarta District Court. The author highlights the importance of synergy between competent human resources and effective work systems to achieve organizational goals. Employee performance is influenced by good leadership and effective communication, where lack of understanding of tasks can hinder coordination and target achievement. This study uses qualitative methods, focusing on collecting descriptive data to describe existing conditions. The results of the study indicate that effective leadership and good communication can improve employee motivation and performance.

**Keyword:** Leadership, Communication, Performance, & Employees.

### INTRODUCTION

The South Jakarta District Court is one of the judicial institutions under the Supreme Court of the Republic of Indonesia which has an important role in upholding law and justice. As a first-level court, the main duties of the South Jakarta District Court include examining, trying, and deciding criminal, civil, state administrative cases, and various other types of cases that are the authority of the general court. In carrying out these tasks, synergy is needed between competent human resources, reliable systems, and effective work methods. The successful implementation of the main duties and functions of the District Court is not only influenced by existing regulations and facilities, but also by the performance of its human resources. To create a productive, transparent, and accountable work environment, leadership, effective communication, and work motivation are very important. A good work environment is expected to help every worker maximize their potential to help people seeking justice. According to (Widayanti, 2022) Performance is a result of work achievement or an employee's work results based on the quantity and quality that he wants to achieve in carrying out his function according to a responsibility. Several indications at the South Jakarta District Court show that performance is influenced by leadership and communication problems. For example, not all employees

understand the tasks and responsibilities given to them. This causes coordination between sections to be less effective, which has an impact on achieving work targets.

According to Daft in (Zahratulfarhah, 2022) leadership and influence is the relationship between leaders and followers who want real change and results that reflect their shared goals. . One of the major challenges faced by leaders at the South Jakarta District Court is how to build employee work motivation to always give their best for the benefit of the organization.

According to (Marpaung, 2020) communication, communication is needed as a transfer of flow in planning or compiling ideas for all organizations so that with the existence of guided communication it will create comfort in working. At the South Jakarta District Court, ineffective communication between sections often causes inconsistencies in the implementation of tasks, such as overlapping or negligence in completing work. Seeing the problems above, the author is interested in further researching "The Influence of Leadership and Communication on Employee Performance at the South Jakarta District Court".

## **METHOD**

This study uses a qualitative approach, where the purpose of using this approach is to find out or describe the reality of the events being studied so that it is easier to obtain objective data (adhimah, 2020). According to (Sugiyono, 2020) the qualitative research method, it is a research method used to research natural object conditions, where the researcher is the key instrument, data collection techniques are carried out by triangulation (combination), data analysis is inductive, and the results of qualitative research emphasize meaning rather than generalization.

According to Bogdan and Biklen, (Sugiyono, 2020) descriptive qualitative research methods are data collection in the form of words or pictures, so that it does not emphasize numbers. The collected data after being analyzed is then described so that it is easy to understand by others. This study is intended to provide an overview, describe and interpret the existing conditions related to the Influence of Leadership and Communication on Employee Performance at the South Jakarta District Court

## **RESULTS AND DISCUSSION**

According to Parawirosentono in Harahap & Tirtayasa (2020:122) performance is the work results that can be achieved by a person or group of people in an organization, in accordance with their respective authorities and responsibilities, in order to achieve the goals of the organization concerned legally, without violating the law and in accordance with norms and ethics. Leadership (Ragita, 2022) is one of the most important factors for the success of organizational management. Effective leadership will be able to encourage the motivation of organizational members so that the productivity, loyalty and satisfaction of subordinates or members of the organization increase.

The definition of Leadership is the nature possessed by individuals in its application there is a process in which members dynamically and individuals who have a Leadership role, as a very relevant influence to consider (liang et al, 2022).

According to (Abdollah, 2020) The dimensions and indicators of leadership are as follows:

1. Ability to build cooperation and good relationships
  - a. Fostering cooperation and good relationships with subordinates in carrying out tasks that are their respective responsibilities
  - b. The ability of a leader to motivate his subordinates
2. Ability that is effective
  - a. Able to complete tasks beyond ability
  - b. Complete tasks on time
  - c. Be on time and not late

Communication not only bridges consumers with producers, but also blends consumers with their social environment (Firmansyah, 2020). Communication is the most important thing in introducing, informing, offering, and influencing the public about a product (Firmansyah, 2020). Communication aims to strengthen strategies to reach a wider market share. Companies use various forms of communication to introduce what the communication strategy offers in implementing financial goals. Communication can be understood by using its main elements, namely communication "When combined, communication presents a combination of all elements in the communication strategy mix (Firmansyah, 2020). Good leadership can shape organizational culture and provide clear direction. In managing an organization or team, effective leadership is an important factor in achieving high levels of performance. Employees at the South Jakarta District Court have effective leaders who can set a clear vision and goals for the organization or team. and provide the direction needed for focus and work goals, which can improve performance.

This is relevant to the research results (Estiningsih, 2018) which concluded that the influence of leadership has an impact on employee performance. Good communication is one of the key elements in achieving high performance in organizations. Employees at the South Jakarta District Court have clear and open communication that helps in understanding the goals and tasks that must be done. This supports the research (Rabeta, 2020) who concluded that the Communication Variable Work (X2) has a significant effect on Performance (Y).

## CONCLUSION

Based on research conducted at the South Jakarta District Court, it can be concluded that effective leadership and good communication have a significant influence on employee motivation and performance. The South Jakarta District Court, as one of the judicial institutions under the Supreme Court of the Republic of Indonesia, has an important role in upholding law and justice. The main tasks of this court include examining, trying, and deciding various types of cases, so synergy is needed between competent human resources, reliable systems, and effective work methods.

Employee performance at the South Jakarta District Court is influenced by leadership and communication issues. Several indications show that not all employees understand the tasks and responsibilities given to them, which causes ineffective coordination between departments and impacts the achievement of work targets. Good leadership can foster cooperation and good relationships with subordinates, and motivate them to achieve organizational goals.

Effective communication is also very important in introducing, informing, offering, and influencing the public about a product or service. In the South Jakarta District Court, ineffective communication between departments often causes inconsistencies in the implementation of tasks, such as overlapping or negligence in completing work. Therefore, it is important for organizations to ensure good leadership and clear communication to improve employee performance.

A productive, transparent, and accountable work environment is expected to help every worker maximize their potential to help the community. Effective leadership will be able to encourage the motivation of organizational members so that productivity, loyalty, and satisfaction of subordinates or organizational members increase. Thus, synergy between competent human resources and effective work systems is very important to achieve organizational goals.

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