



THE INFLUENCE OF DEMOCRATIC LEADERSHIP STYLE AND COMPENSATION ON THE MOTIVATION AND PERFORMANCE OF REGIONAL PEOPLE'S REPRESENTATIVE ASSEMBLY KONAWE ISLANDS DISTRICT

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ABSTRACT

This study aims to determine and analyze the effect of democratic leadership style and compensation on the work motivation and performance of members of the DPRD Konawe Kepulauan Regency. The determination of the number of samples in this study was by using the census method, namely the number of samples taken from the total population of 20 DPRD members. The analysis tools used are PLS analysis using Microsoft Excel, SPSS software, and Smart PLS software.

Based on the results of the study it can be concluded that (1) Democratic leadership style has a positive and significant effect on the work motivation of DPRD members of Konawe Islands Regency; (2) Democratic leadership style has a positive and significant effect on the performance of DPRD members of the Konawe Islands Regency; (3) Compensation has a positive and significant effect on work motivation members of the Konawe Islands Regency DPRD; (4) Compensation has a positive and significant effect on the performance of DPRD members of the Konawe Islands Regency; (5) Work motivation has a positive and significant effect on the performance of DPRD members of Konawe Kepulauan Regency; (6) Democratic leadership style has a positive and significant effect on the performance of DPRD members through the work motivation of DPRD members in Konawe Kepulauan Regency; and (7) Compensation has a positive and significant effect on the performance of DPRD members through the work motivation of DPRD members of Konawe Kepulauan Regency.

Keywords: *Democratic Leadership Style, Compensation, Motivation, and Performance of DPRD Members*

INTRODUCTION

A larger portion of power was given to the DPRD, especially in the 1999-2004 period it was not used to fight for the interests of the people but for the interests of the party and itself. During that period there was a tendency for a "legislative heavy" pattern in the relationship between the regional head and the DPRD. DPRDs that are given more power and authority have a stronger bargaining position when dealing with regional heads.

However, in the era of Law No. 32 of 2004, the opposite trend occurs, namely the tendency of "executive heavy". This can be seen from the reduced authority possessed by the DPRD, including in terms of the function of control over the regional government, moreover, regional heads are the result of direct regional head elections. Regional head elections directly return authority to local communities. A representation system built through the direct election of regional heads gives more space for authority to the community than a representation system that delegates the authority to elect regional heads to the DPRD.

Based on the pre-conducted research, it is known that the performance of DPRD members in the Konawe Islands Regency. The phenomenon that occurs shows that not a few DPRD members have not carried out their various functions to the fullest, especially in establishing political communication with the people as their constituents. Many DPRD members tend to be oriented toward their political and economic interests. In addition, they ignore their political communication with the people, so that the aspirations of their constituents are ignored. As a result of not building political communication, it can lead to public apathy toward DPRD performance. Not only that, due to the unresponsiveness of the DPRD to the aspirations of the people, it can foster an attitude of public distrust of the DPRD with the occurrence of various protests, demonstrations, or demonstrations.

Such a large power that is given by law to the DPRD harms the behavior of DPRD members, such as bribery cases and corruption cases that befell Tasikmalaya City DPRD members. This case shows that DPRD members prioritize their economic interests, not the interests of the people.

As a reference to support the theory and prepositions in this study, an empirical study of the authors is needed, so some research results are adopted. Research conducted by Angga Pratama (2018) discovered that there is a relationship between organizational commitment and job satisfaction. In his research, it was revealed that organizational commitment has a positive and significant influence on job satisfaction. In line with this, the results of research conducted by Junaidi and Carol Daniel Sometimes (2021) show that organizational commitment has a positive and significant effect on job satisfaction.

Research conducted by Dinda Ayuandita Nanda and Rinandita Wikansari (2017) shows that there is an influence of democratic leadership style on employee motivation. In contrast, the results of research conducted by Kherul Akbar (2021) show that there is an influence but not significant between democratic leadership style on work motivation.

Research conducted by Dinda Muh. Ferils and Mega Utami (2022) shows that the Democratic Leadership Style has a positive and significant effect on the Performance of Office Employees of the Ministry of Religion in Mamuju Regency. While Rio Dude, Abd. Rahman Pakaya, and Robiyati Podungge (2022) show that democratic leadership style has a significant effect on employee performance.

Research conducted by Julião Freitas Gusmão (2018) shows that there is a positive and significant effect of compensation on work motivation. Meanwhile, Jericho Haganta Sembiring and Arif Patono Prasetyo (2018) show that compensation has a significant positive effect on employee motivation at the Biznet Networks company.

Research conducted by Deffy Lestari, Edy Hartono, and Sandi Nasruddin Wibowo (2022) shows that the compensation variable (X1) is partially proven to have a significant positive effect on employee performance (Y). Whereas Syarmila, Nurwati, Yusuf Motundu, Muhammad Masri, and Hastuti (2022) show that compensation has a positive and significant effect on employee performance.

Research conducted by Julião Freitas Gusmão (2018) finds about work motivation also has a significant positive effect on employee performance. In line with the results of research conducted by Syarmila,

Nurwati, Yusuf Motundu, Muhammad Masri, and Hastutu (2022) show that work motivation has a positive and significant effect on employee performance.

Based on the phenomenon above, the writer is interested in conducting a research entitled "The Influence of Democratic Leadership Style and Compensation on Work Motivation and Performance of DPRD Members of Konawe Kepulauan Regency.

LITERATURE REVIEW

Democratic Leadership Style

According to Thoha (2013: p, 49), leadership style is a behavioral norm that is used by someone when that person tries to influence the behavior of others as he sees it. Meanwhile, Rivai and Sagala (2013: p, 42) state that leadership style is a set of characteristics used by leaders to influence subordinates so that organizational goals are achieved or it can also be said that leadership style is a pattern of behavior and strategies that are preferred and often applied by a leader.

A leadership style that shows, directly, or indirectly, a leader's belief in the abilities of his subordinates. This means that leadership style is behavior and strategy, as a result of a combination of philosophies, skills, traits, and attitudes, which are often applied by a leader when he tries to influence the performance of his subordinates. Based on the understanding of the experts above, it can be concluded that leadership style is one of the ways used by a leader in influencing, directing, and controlling the behavior of others to achieve a goal.

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Compensation

Everyone works to earn income to meet their needs. For that, everyone works to get reciprocity under the work done. So that employees work diligently and responsibly in carrying out their duties properly to get an appreciation for their work performance in the form of compensation. One way for management to increase productivity, creativity, work performance, motivation, and improve employee performance is by providing compensation.

Compensation is something employees receive as remuneration for their achievements in carrying out their duties (Kadar Nurjaman, 2014: 179). Every company must be fair in providing compensation under the workload received by employees.

From the several definitions above, it can be concluded that the compensation given to employees is not only in the form of money but can be in the form of goods and services. Compensation is given to every employee who has worked in a company as a reciprocal for the work done by the employee. The level of compensation given can affect employee performance by increasing productivity.

Motivation

According to Chukwuma (2014: 56) motivation is a process that needs to encourage a person to carry out a series of activities that lead to the achievement of certain goals. Goals that, if successfully achieved, will satisfy or satisfy those needs. Meanwhile, according to Hasibuan (2014: 219), motivation is the provision of driving force that creates the excitement of one's work, so that they want to work together, work effectively, and integrate with all their efforts to achieve satisfaction.

Uno (2010: 10) states "Motivation is internal and external encouragement in a person to make changes in behavior". Sedarmayanti (2013: 233) suggests that motivation is the willingness to spend a high level of effort towards organizational goals conditioned by the ability of that effort to meet individual needs. The element of effort is intensity. When a person is motivated, he will try his best to achieve his goals.

From the definition of motivation above, it can be concluded that motivation is encouragement, inspiration that can give enthusiasm or reason for someone to do something. Motivation is a power that exists within humans, which can be developed by themselves or developed by external forces, which in essence can

affect themselves positively or negatively depending on the situation or conditions faced.

Performance

Performance is the result of a process that refers to and is measured over a certain time based on predetermined conditions or agreements. According to Sutrisno (2016: 172) "Performance is the result of employee work seen from the aspects of quality, quantity, working time, and cooperation to achieve the goals set by the organization."

According to Mangkunegara (2017: 67), "Performance is the result of work in quality and quantity achieved by an employee in carrying out his duties under the responsibilities given to him." According to Fahmi (2017: 188), "Performance is the result of a process that refers to and is measured over a certain time based on predetermined conditions or agreements."

According to Torang (2014: 74), "Performance is the quantity or quality of the work of individuals or groups within the organization in carrying out the main tasks and functions that are guided by norms, standard operating procedures, criteria and measures that have been set or that apply in the organization."

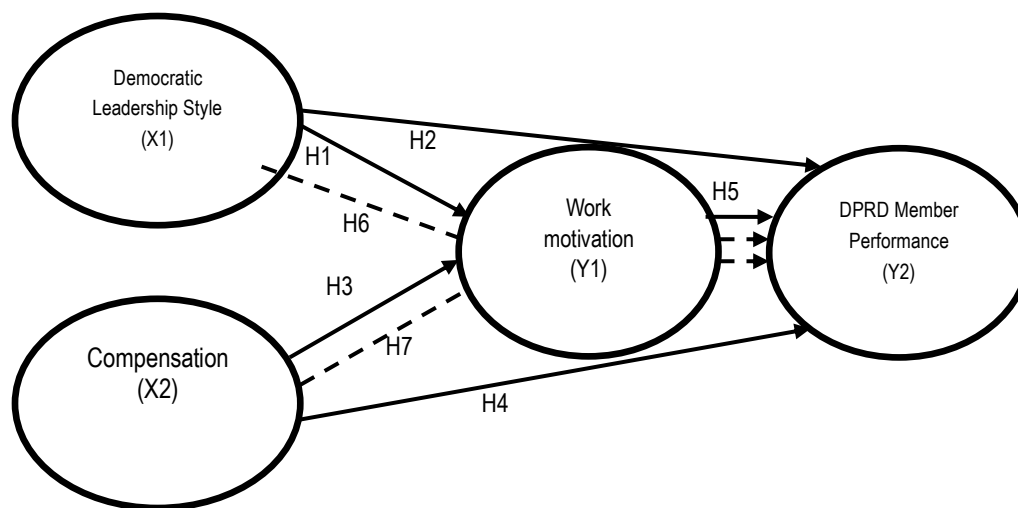
According to Levinson in Marwansyah (2012: 229), "Performance is the achievement/achievement of a person concerning the tasks assigned to him". Meanwhile, according to Sudarmanto (2011: 9), "Performance is something that people do and can be observed. In this sense, performance includes actions and behaviors that are relevant to organizational goals."

Conceptual Framework

The conceptual framework that underlies the research is the influence of democratic leadership style and compensation on the motivation and performance of Members of DPRD Konawe Kepulauan Regency. Democratic leadership style variable according to Kartono (2013: p, 86), Democratic Leadership Style can be measured by several indicators, namely the ability to make decisions, the ability to motivate, communication skills, the ability to control subordinates, responsibility, and the ability to control emotions. Compensation Variable, indicator compensation According to Simamora (2015: 445) indicators of compensation are wages and salaries, incentives, benefits, and facilities.

Based on the theory described above, a conceptual model or theoretical framework that can be developed in this study is as follows:

Figure 1. Research Conceptual Framework



Hypothesis

Based on the theoretical basis and framework that has been put forward, a hypothesis can be put forward as a temporary conclusion as follows:

1. H1: Democratic leadership style has a positive and significant effect on the work motivation of members of DPRD Konawe Islands Regency.
2. H2: Democratic leadership style has a positive and significant effect on the performance of Members of DPRD Konawe Islands Regency.
3. H3: Compensation has a positive and significant effect on the work motivation Members of DPRD Konawe Islands Regency.
4. H4: Compensation has a positive and significant effect on the performance of Members of DPRD Konawe Islands Regency.
5. H5: Work motivation has an affects positively and significantly the performance of Members of DPRD Konawe Islands Regency.
6. H6: Democratic leadership style influential positive and significant on performance mediated by work motivation of Members of DPRD Konawe Islands Regency.
7. H7: Compensation effect is positive and significant on performance mediated by work motivation of Members of DPRD Konawe Islands Regency.

RESEARCH METHODS

Types of research

This research is intended to test the influence of democratic leadership style and compensation on the motivation and performance of Members of DPRD Konawe Kepulauan Regency. The type of research used in this study is quantitative, namely collecting, compiling, processing, and analyzing data in the form of numbers which in practice are given certain treatments that are examined in it. According to Sugiyono (2013), quantitative research can be interpreted as a method based on the philosophy of positivism, used to examine certain populations or samples, sampling techniques are generally carried out randomly, data collection uses research instruments, data analysis is quantitative/statistical with the aim of test the hypothesis that has been set.

Population and Research Respondents

According to Nasution (2011), a population is a generalized area consisting of objects or subjects that have certain qualities and characteristics. Based on the definition of the population, the population of this study is the entire population's performance of the influence of democratic leadership style and compensation on the motivation and performance of DPRD Members of the Konawe Islands Regency 20 members spread across 10 political parties. The determination of the number of samples in this study was by using the census method, namely the number of samples taken from the entire population of 20 members.

Data Collection Technique

The data collection technique used in this study is as follows:

1. The questionnaire is a data collection technique that is carried out by giving a set of questions to respondents to answer to obtain the required information.
2. Documentation, namely by collecting and studying supporting documents obtained directly from the secretariat of DPRD Konawe Islands Regency. Such as a brief history of the establishment of the company, organizational structure, and other supporting documents.

Data Analysis Technique

This study uses two kinds of analysis, descriptive statistical analysis and inferential statistical analysis of the data obtained in the field. Descriptive analysis is used to describe each research variable. While

quantitative techniques are used to see the strength and weaknesses of the influence between the independent variables and the dependent variable, namely by analyzing the data that has been given a score according to the measurement scale that has been determined through PLS analysis by using Microsoft Excel, and Smart PLS software.

RESULTS OF ANALYSIS AND HYPOTHESIS TESTING

Linearity Assumption Test

In evaluating the PLS, a linearity assumption test is first carried out, namely the relationship between the latent constructs tested has a linear relationship. The purpose of testing linearity in this study is to see whether the model used is linear or whether the estimated construct relationship is linear. Therefore, the first step in PLS analysis is to test this assumption. Testing the assumption of linearity in this study used the Curve of Fit method using SPSS software, the results are presented in the Appendix. The results of testing the linearity of the relationship between variables are presented in the following table:

Table 1. Linearity Assumption Test Results

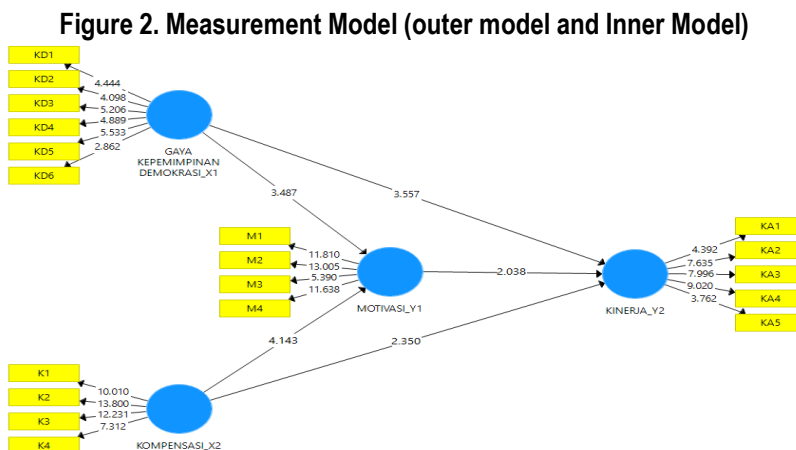
Relationship Between Variables	Linearity Testing		
	F	Sig.	Results
Democratic Leadership Style (X1) → Motivation (Y1)	3,816	0.026	linear
Democratic Leadership Style (X1) → DPRD Member Performance (Y2)	6,308	0.004	linear
Compensation (X2) → Motivation (Y1)	8.375	0.001	linear
Compensation (X2) → DPRD Member Performance (Y2)	5,196	0.006	linear
Motivation (Y1) → DPRD Member Performance (Y2)	4,242	0.010	linear

Source: Primary Data in Sports in 2023

Table 1. shows the relationship between democratic leadership style (X1) on motivation (Y1), the relationship between democratic leadership style (X1) on the performance of DPRD members (Y2), the relationship between compensation (X2) and motivation (Y1), the relationship between compensation (X2) on the performance of DPRD members (Y2) and the relationship between motivation (Y1) on the performance of DPRD members (Y2) has a significance level of less than 5% ($p < \alpha = 0.05$), so it can be said to be linear. The results of testing the assumption of linearity can be concluded that all relationships between variables contained in the structural model are linear so the assumption of linearity in the PLS analysis is fulfilled.

Formation of Causality Relationship Path Diagram between Constructs

Steps to form a causality relationship path diagram between constructs there is democratic leadership, compensation, motivation, and the performance of Members of DPRD Kab. The Konawe Islands have been carried out and the description can be seen in CHAPTER III. The results of the relationship path diagram/structural model after being processed using Smart PLS are shown in picture/schematic 2:



The image above shows that the construct democratic leadership style was measured by 6 indicators namely X1.1, X1.2, X1.3, X1.4, X1.5, and X1.6 with arrows towards the indicator or reflective. Likewise, the compensation construct is measured by 4 indicators, namely X2.1, X2.2, X2.3, and X2.4. Furthermore, motivation is measured by 4 indicators, namely Y1.1, Y1.2, Y1.3, and Y1.4, and the performance construct of DPRD members is also measured by 5 indicators, namely Y2.1, Y2.2, Y2.3, Y2.4, and Y2.5 the direction of the arrow between the indicator and the latent construct is towards the indicator which shows that the research uses reflective indicators. The relationship to be studied (hypothesis) is denoted by arrows between constructs.

Convergent Validity

Based on the test results using SEM PLS, it is known that all questionnaire items (indicators) on the leadership style variable democratic, compensation, motivation, and performance of DPRD members have a factor loading above 0.5, which means that the data is valid, namely the results of convergent validity > 0.5. What is meant by valid is valid, can be used in research, or applies according to what has been determined and has been tested. Therefore in collecting research data all questionnaire items can be used to collect data in research and can then be used for subsequent research and data analysis.

Discriminant Validity

Validity is a measure related to the level of accuracy achieved by an indicator in measuring what should be measured, namely to ensure that the measuring instrument used, in this case, the questionnaire questions match the object to be measured.

Table 2. Average Variance Extracted (AVE)

Variable	AVE
Democratic Leadership Style (X1)	0.794
Compensation (X2)	0.774
Motivation (Y1)	0.827
DPRD Member Performance (Y2)	0.854

Source: Data management with PLS, 2023

The average variance extracted (AVE) value of the variable leadership style democratic and compensation for the motivation and performance of DPRD members > 0.5 as a determinant of convergent validity. So it can be concluded that the construct has good validity.

Discriminant Validity from the measurement model with reflexive indicators assessed based on Cross Loading measurements with constructs. The results of Cross Loading from data processing using SEM PLS are as follows:

Table 3. Cross-Loadings

	Democratic Leadership Style	Compensation	Motivation	DPRD Member Performance
X1.1	0.925			
X1.2	0.928			
X1.3	0.890			
X1.4	0.895			
X1.5	0.858			
X1.6	0.847			
	Democratic Leadership Style	Compensation	Motivation	DPRD Member Performance
X2.1		0.901		
X2.2		0.881		
X2.3		0.906		
X2.4		0.828		
Y1.1			0.925	
Y1.2			0.919	
Y1.3			0.844	
Y1.4			0.945	
Y2.1				0.931
Y2.2				0.960
Y2.3				0.923
Y2.4				0.904
Y2.5				0.900

Source: Processed primary data, 2023

From Table 3. above it can be seen that the correlation of the leadership style construct democratic, compensation, motivation, and performance of DPRD members with each indicator is higher than the correlation with other construct indicators. This shows that the latent construct predicts the size of their block better than the size of the other blocks. So that the constructs in the estimated model meet the Discriminant Validity criteria.

Composite Reliability

Composite reliability test the reliability value between the indicators of the constructs that make it up. Composite reliability results are said to be good if the value is above 0.70. The results of testing the composite reliability of the measurement model can be presented in the following table:

Table 4. Composite Reliability Test Results

Research variable	Cronbach's Alpha	Composite Reliability
Democratic Leadership Style (X1)	0.948	0.958
Compensation (X2)	0.902	0.932
Motivation (Y1)	0.929	0.950
DPRD member performance (Y2)	0.957	0.967

Source: Primary data processed, 2023

The test results are in Table 4. The composite reliability value of the variable is obtained from democratic leadership style (X1) of 0.958; compensation (X2) of 0.932, motivation (Y1) of 0.950, and the performance of DPRD members (Y2) of 0.967. This means that the 4 latent variables analyzed have good composite reliability because their value is greater than 0.70. It can be concluded that all the instruments used in this study have complied with the criteria or are appropriate to be used in the measurement of all variables.

Structural Model Testing

Furthermore, hypothesis testing was carried out by running bootstrapping on Partial Least Square (PLS) to see and determine the effect between the variables designed in this study. From the PLS output, structural model and hypothesis testing are carried out by looking at the estimated path coefficient and looking at the significance value by comparing the statistical T value with the T table value or the P-Value value < 0.05.

1. Reads PLS output R Square Value

After the estimated model meets the Outer Model criteria, then testing the structural model (Inner Model) is carried out. Reading the Inner Model is evaluating the relationship between the hypothesized constructs. The following is the R-Square value in the construct:

Table 5. R-Square

	R-Square
Motivation	0.865
DPRD member performance	0.932

Source: Processed primary data, 2023

Table 5. above gives a value of 0.865 for the motivation construct, which means that leadership style democratic, and compensation can explain the motivation variable by 86.5 percent and the rest is influenced by other factors not examined in this study, namely by 13.5 percent. The R-Square value is also found in the performance of DPRD members which is influenced by leadership style democratic, compensation, and motivation that is equal to 0.932 which means that the leadership style democratic, compensation, and motivation can explain the performance variables of DPRD members by 93.2 percent and the remaining 6.8 percent are influenced by other factors not examined in this study.

Apart from using the R-square, the goodness of fit of the model is also measured using the Q-Square predictive relevance for structural models, measuring how well the observed values are produced by the model and also the parameter estimates. The Q-Square value indicates that the model has predictive relevance if the Q-Square value is between 0 and 1. The Q-Square calculation is done by the formula:

$$Q^2 = 1 - \{(1 - R_1^2) (1 - R_2^2)\}$$

Where R_1^2 , R_2^2 is the endogenous variable R-Square.

The Q^2 quantity has a value with a range of $0 < Q^2 < 1$, where the closer to 1 means the better the model. This Q^2 quantity is equivalent to the total coefficient of determination in path analysis. The calculation of the goodness of fit model is as follows:

$$\begin{aligned} Q^2 &= 1 - \{(1 - R_1^2) (1 - R_2^2)\} \\ &= 1 - (1 - 0.8652) (1 - 0.9322) \\ &= 1 - (0,252) (0.131) \\ &= 1 - 0,033 \end{aligned}$$

= 0,967

Based on the calculation above, it shows that the endogenous variables can explain the performance variables of DPRD members by 0.967 or 96.7 percent, while the remaining 3.3 percent is explained by variables that are not included in the model.

2. Read Result For Inner Weight

Furthermore, to determine whether a hypothesis is accepted or not is done by comparing the t statistic with the t table, with the condition that if the t statistic > t table, then the hypothesis is accepted. More details can be seen in the following table:

Table 6. Results for Inner Weights

	Path Coefficient	T Statistics	P.Value	Results
Leadership styledemocratic→ Motivation	0.683	3,487	0.001	Accepted
Leadership styledemocratic→ DPRD members' performance	0.728	3,557	0.000	Accepted
Compensation → Motivation	0.727	4,143	0.000	Accepted
Compensation → Performance of DPRD members	0.850	2,350	0.019	Accepted
Motivation → DPRD members' performance	0.634	2,038	0.042	Accepted

Source: Processed primary data, 2023

Based on the relationship test between constructs (Table 6) hypothesis testing and direct influence path coefficients are obtained which aim to prove whether the proposed hypothesis can be accepted or rejected.

Testing the Effect of Mediation Hypothesis

The results of testing the hypothesis of indirect influence through motivation as an intervening variable using the Sobel test Calculator program or using data in the specific indirect effects table. However, in this study using a table of specific indirect effects can be presented in Table 7 following:

Table 7. Specific Indirect Effects

	Path Coefficient	T Statistics	P.Value	Results
Democratic Leadership Style → Motivation → Performance of DPRD Members	0.727	4,085	0.000	Accepted
Compensation → Motivation → Performance of DPRD Members	0.850	2,232	0.026	Accepted

Source: Processed primary data, 2023

Based on the relationship test between constructs (Table 7), hypothesis testing and indirect path coefficients are obtained which aim to prove whether the proposed hypothesis can be accepted or rejected.

DISCUSSION

Democratic Leadership Style Influences the Work Motivation of DPRD Members

The test results in this study prove that leadership style democratic has a positive and significant effect on motivation. The results of this study can be concluded that leadership style democratic has a positive and significant effect on motivation. This means the better the leadership style democratic so the motivation of members of DPRD Konawe Islands Regency it will be even better. Hence the increased motivation of members of DPRD Konawe Islands Regency The good can be achieved by improving the leadership style democratic.

The results of this study are in line with the results of previous research conducted by Dinda Ayuandita Nanda and Rinandita Wikansari (2017) discovered that there is a relationship between leadership style democracy and motivation. In his research, it was revealed that leadership style democracy has a positive and significant influence on motivation. Line with the results of research conducted by Andreas Y Sutrisno, Saiful, and Linda Duma (2019) show that there is a significant influence of democratic leadership style on work motivation in the UKM Cooperative and Creative Economy services in East Kutai Regency.

In contrast, this is the result of research conducted by Kherul Akbar (2021) shows the influence but not the significance of democratic leadership style on work motivation at the Center for Social Welfare Education and Training Regional V Sulawesi.

Based on the results of the discussion above, it can be seen that the democratic leadership style has a positive and significant effect on the motivation of DPRD members of the Konawe Islands Regency. Thus the commitment to a democratic leadership style at the Secretariat of the DPRD Konawe Kepulauan Regency is under what is expected.

Democratic Leadership Style Influences the Performance of DPRD Members

The results of the analysis of testing the second hypothesis that democratic leadership style influences the performance of DPRD members of the Konawe Islands Regency were found to be positive and significant. This can be interpreted that the increase in the performance of DPRD members is due to the better democratic leadership style at the DPRD Secretariat of Konawe Kepulauan Regency.

This research is in line with the results of research conducted by Muh. Ferils and Mega Utami (2022) find that a democratic leadership style has a positive and significant effect on the performance of employees of the Office of the Ministry of Religion of Mamuju Regency. In line with the results of research conducted by Rio Dude, Abd. Rahman Pakaya and Robiyati Podungge (2022) show that democratic leadership style has a positive and significant effect on employee performance.

Based on the results of the discussion above, it can be seen that the democratic leadership style has a positive and significant effect on the performance of DPRD members of the Konawe Islands Regency. Thus the better the democratic leadership style that is in the Konawe Islands Regency DPRD Secretariat, the better the performance of DPRD members.

Compensation affects the work motivation of DPRD members

The results of this study there is a positive and significant influence between compensation on motivation. This means that the better the compensation for DPRD members, the better the motivation felt by DPRD members. To increase motivation, the compensation of DPRD members needs to be increased.

This research is in line with the results of research conducted by Julião Freitas Gusmão (2018) shows that there is a positive and significant effect of compensation on work motivation. Meanwhile, Jericho Haganta Sembiring and Arif Patono Prasetio (2018) show that compensation has a significant positive effect on employee motivation at the Biznet Networks company, these results are expected to be input for the company in managing the compensation system even better to increase employee motivation.

Based on the results of the discussion above, it can be seen that compensation has a positive and significant effect on the motivation of DPRD members of the Konawe Islands Regency. Thus, the better the

compensation available at the DPRD Secretariat of Konawe Kepulauan Regency, the better the motivation of DPRD members.

Compensation Influences the Performance of DPRD Members

The findings from this study show that compensation has a positive and significant effect on the performance of DPRD members of the Konawe Islands Regency. This means that the better the compensation of a DPRD member, the better his performance. To improve performance, DPRD members need compensation for carrying out their work.

The results of the variable description show that performance DPRD members perceived by members of the Konawe Islands Regency DPRD are in a good category, this shows that performance is good DPRD members owned by members of the Konawe Islands Regency DPRD are already good.

The results of this research are also in line with the results of research conducted by Deffy Lestari, Edy Hartono, and Sandi Nasruddin Wibowo (2022) showing that the compensation variable (X1) is partially proven to have a significant positive effect on employee performance (Y). That is, the higher the compensation provided by the company, the higher the employee's performance. Meanwhile, Syarmila, Nurwati, Yusuf Motundu, Muhammad Masri, and Hastuti (2022) show that compensation has a positive and significant effect on employee performance.

Based on the results of the discussion above, it can be seen that compensation has a positive and significant effect on the performance of DPRD members of the Konawe Islands Regency. Thus, the better the compensation available at the DPRD Secretariat of Konawe Kepulauan Regency, the better the performance of DPRD members.

Work Motivation Influences the Performance of DPRD Members

The findings from the results of this study show that motivation has a positive and significant influence on the performance of DPRD members. This means that motivation has a positive and significant influence on the performance of DPRD members, where if motivation is good, performance will also increase or it can be said that the higher the motivation of DPRD members, the better the performance of DPRD members.

This research is in line with the results of research conducted by Julião Freitas Gusmão (2018) find about work motivation also has a significant positive effect on employee performance. In line with the results of research conducted by Syarmila, Nurwati, Yusuf Motundu, Muhammad Masri, and Hastutu (2022) show that work motivation has a positive and significant effect on employee performance.

Based on the results of the discussion above, it can be seen that motivation has a positive and significant effect on the performance of DPRD members of the Konawe Islands Regency. Thus, the better the motivation that is in the Konawe Islands Regency DPRD Secretariat, the better the performance of DPRD members.

Democratic Leadership Style Influences the Performance of DPRD Members Through Work Motivation

The results of the study reveal that motivational variables can mediate democratic leadership style on the performance of DPRD members. Testing with the Sobel formula or using the specific indirect effects table reveals a positive effect with a statistical value smaller than the t-table so that the results are positive and significant. This shows that the democratic leadership style is influential positive and significant in the performance of members of the DPRD Konawe Kepulauan Regency through motivation.

This research is in line with the results of research conducted by Muh. Ferils and Mega Utami (2022) show that democratic leadership style and work motivation have a positive and significant effect on the performance of employees of the Office of the Ministry of Religion of Mamuju Regency.

Statistical test results and respondents' responses, it can be concluded that the democratic leadership style affects positively and significantly the performance of DPRD members through motivation.

Compensation Influences the Performance of DPRD Members Through Work Motivation

The results of the study reveal that motivational variables can mediate compensation for the performance of DPRD members. Testing with the Sobel formula or using the specific indirect effects table reveals a positive effect with a statistical value smaller than T Table so that the results are positive and significant. This shows that compensation is influential positive and significant on the performance of DPRD members through the motivation of DPRD members of the Konawe Islands Regency.

This research is in line with the results of research conducted by Julião Freitas Gusmão (2018) showing that work motivation has a full role (full mediation) as a mediator between compensation and employee performance.

Statistical test results and respondents' responses, it can be concluded that compensation affects positively and significantly performance through the motivation of DPRD members of the Konawe Islands Regency.

Research Limitations

The results of this study have provided several findings, but there are still some things that need to be studied further. This condition is strongly influenced by several things which indirectly become limitations of the research, namely:

1. This study does not consider other variables that might affect the performance of DPRD members, only using variables Democracy, compensation and motivational leadership styles which have potential possibilities related to the performance of DPRD members have not been included in this study.
2. This study identified the performance of DPRD members, thus suggesting further research to add variables that can improve the performance of DPRD members.

CONCLUSIONS AND SUGGESTIONS

Conclusion

Based on the results of data analysis, proving the hypothesis, and discussing the results of the research, several conclusions can be drawn as follows:

1. Democratic leadership style has a positive and significant effect on the work motivation of DPRD members of the Konawe Islands Regency. This means that any change in the increase in the indicator of the democratic leadership style variable can increase work motivation. The better application of a democratic leadership style can increase the work motivation of members of the DPRD Konawe Islands Regency.
2. Democratic leadership style has a positive and significant effect on the performance of DPRD members of the Konawe Islands Regency. This means that every change in the increase in the variable indicator of democratic leadership style can improve the performance of DPRD members of the Konawe Islands Regency. The better application of the democratic leadership style can improve the performance of members of the Konawe Islands Regency DPRD.
3. Compensation positive and significant effect on work motivation members of the Konawe Islands Regency DPRD. This means that any change in the increase in the compensation variable indicator can increase work motivation. Better compensation can increase the work motivation felt by members of the DPRD Konawe Islands Regency.
4. Compensation has a positive and significant effect on the performance of DPRD members of the Konawe Islands Regency. This means that any change in the increase in the compensation variable indicator can improve the performance of DPRD members. The better the compensation, the better the performance of DPRD Konawe Islands members.
5. Work motivation has a positive and significant effect on the performance of DPRD members of the Konawe Islands Regency. This means that any change in the increase in the variable indicator of work motivation can improve the performance of DPRD members. The better the work motivation felt by DPRD members, the better the performance of DPRD members in the Konawe Islands Regency.
6. Democratic leadership style has a positive and significant effect on the performance of DPRD members through the work motivation of DPRD members in the Konawe Islands Regency. This means that better-perceived work motivation on the indicators of physical needs, security needs,

social needs, and the need for self-esteem can mediate democratic leadership style on the performance of DPRD members of the Konawe Islands Regency.

7. Compensation has a positive and significant effect on the performance of DPRD members through the work motivation of DPRD members of the Konawe Islands Regency. This means that better-perceived work motivation on the indicators of physical needs, security needs, social needs, and the need for self-esteem can mediate compensation for the performance of DPRD members of the Konawe Islands Regency.

Suggestion

Suggestions that can be conveyed by researchers are based on the conclusions from data analysis and discussion which can be used as alternative thoughts to improve the performance of members of the Konawe Islands Regency DPRD is:

1. The Konawe Islands Regency DPRD Secretariat should pay more attention to the democratic leadership style, especially the ability to control emotions, meaning that leaders must increase their friendly attitude, and treat their subordinates well.
2. The Konawe Islands Regency DPRD Secretariat should pay attention to compensation, especially wages, and salaries the style received is under the workload given and the salary received per month can guarantee the family's food needs but needs to be maintained.
3. The Konawe Islands Regency DPRD Secretariat should pay attention to work motivation, especially social needs family and relatives are supportive, and the leadership treats DPRD members well and provides support in their work but still need improvement.
4. This study identified the performance of DPRD members, thus suggesting further research to add variables that can improve the performance of DPRD members.

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