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THE IMPACT EFFECTIVE LEADERSHIP, AND WORK CLIMATE ON EMPLOYEE'S WORK EFFECTIVENESS OF EDUCATION DEPARTMENT OFFICE OF CIAMIS DISRICT

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ABSTRACT

The objective of the research was to investigate the effect of Effective's Leadership, and Work Climate, On Employee's Work Effectiveness of Education Department Office of Ciamis District.

The data were collected through participant using Questionaire. Samples of the research were 69 employees used by simple random, from 111 population.

Finding showed that the results of the research indicted a direct effect of: (1) There is a direct positive effect of Effectiveness's Leadership on Employees's Work Effectiveness, (2) There is direct positive effect of Effective's Leadership on Work Climate, and (3) There is a direct positive effect of Work Climate on Employees's Work Effectiveness. So, all of variables have any significant relations.

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Keywords: Effective Leadership, Work Climate, and Employee's Work Effectiveness

1. Introduction

Education is part of the life of us, with the education that both are expexted to be generating the result that good anyway to improve the standard of living and achieve anything that becomes hope aspiration of all parties, by reason that the development in the field of education be the goal principal in the intellectual life of the nation and get source power humans are qualified to build the nation and align themselves with the nation's other more advanced.

Education according to the understanding of Greece is pedagogic, which is the science of guiding children (Sauri, et al, 2010: 88)¹, while Djahiri (Sauri, et al, 2010:89)², revealed that: "Education is an effort that is organized, and takeplace continuously constantly throughout life towards fostering human/child students become human plenary, adult, and cultured." Education is an effort that is organized has a meaning that education are carried out by the business conscious human beings with basic and objectives are clear, there are stages and there is an commitment together in the process of education of the. Plans to contain the sense that education was planned in advance, by a process of calculation that is mature and a variety of

system support are prepared. As for the ongoing continue constantly throughout life meaning for human life process of education that will still be required except when the man already dead.

For Ciamis Distric, the educational task is carried out by the Ciamis Distric Education Office. According to the regulatory regions Regency Ciamis Number 17 Year 2008, stated that the Department of Education is an element implementing the Autonomous Regions, which is led by the Head of Department who is domiciled at the bottom and be responsible to the Regent through the Secretary of the Region and has the task of carrying out most of the affairs of government area covering the affairs of compulsory Sector Education, field of Youth and Sport Goods based on the principle of autonomy and duty of assistance. In line with the ptocess of the development of civilization of human as well as the development of technology is global, then the scope of the world of education as the vanguard of the most forward in the process of printing the source of the power of human (HR) are required to carry out the changes in performance through the improvement of the quality of service of education are more professional, responsive and responsive to the problems of education that occurs in the implementation, development and service to the community. Based departure from the conditions mentioned in the above, the vision and mission of the Department of Ciamis District Education is Realization of Education Forward in the Ciamis District to Establish Community Smart, Productive, Noble behavior and Leading in Priangan”, and the mission of the Department of Ciamis District Education are: (1) Improve governance of education were advanced, effective, and relevant to the system of education, and (2) to develop the quality of education that character.

To achieve the objectives and goals, the Department of Ciamis District Education preparing the Draft Plan of Development Term Medium (RPJMD). From the 2015-2019 RPJMD is seen that performance targets are increasing every year, except for School Dropout Rate (APS) from year to year which actually has to go down. To achieve the targets of performance that has been set, of course, all employees of the Office of the Department of Ciamis Education expected is an organization that is effective. Understanding effective organizations according to Steers, Richard M. et al. (1993) is as an ability of the organization to aquire and efficiently use sources of power are available to achieve the objectives, or the extent to which the organization achieve the objectives that have been defined.³ Daft, Richard L., (2010:7). One of the sources of power that is the source of the power of man, among others are the employees.⁴ The employee is expected to work as effectively, effectiveness Working Employee greatly influenced by factors other that the variables supporter of variable effectiveness of Work Employees. Variables are among others Effectiveness’s Leadreship. Effectiveness’s Leadership is a leadership that can influence subordin⁴es to achieve the objectives as effectively (successfully). According to Rusmaini (2017), based on the results of research, leadership gives a ⁴⁸itive effect on the effectiveness of work.⁵ Also the research of Rivera, and Zapata (2019), Findings: The results showed that transform⁴⁹al leadership positively influences job satisfaction and organizational ⁶⁹mate in work teams, and that both constructs positively influence teamwork performance.⁶ Leadership is one of the factors/variables are important in an organization. Leadership reflects the behavior, characteristics of certain, influence, pattern, of specific ⁶²teraction, relationship roles, and the position of the post of the administrator. Most major definitions of leadership reflect the assumption that the leadership associated with processes that do a person to influence others, encouraging, guiding, emulate, facilitate activi²⁸s, in relations in a group or organization, Yukl (Supriyanto, 2005:8), he said “Leadreship is the process of influencing others to understand and agree with that needs to be done and how the task was carried out as effectively, as well as

the process to facilitate the efforts of individuals and collectively to achieve the goal together.”⁷ The definition of this includes efforts to influence and facilitate the work of the group or organization for the moment this ³³ could be prepared to meet the challenges of the future will come. In the organization of any form, leadership is a factor that helped determine the achievement of the purpose of the organization is more effective and more efficient. Group without a leader, the same as the train fire carriages without locomotives, organizations are not going the way, although the road will not necessarily him.

The leader is a symbol, a role model, driving, subordinates, and at the same time a source of power organization in order to achieve its objectives. So no wonder a lot of studies that do the scientists about the leadership, which produces information and analysis about the importance of knowledge about leadership. So that it is relevant to examine the leadership effective, the reason as efforts to improve the efficiency of the organization and effectiveness. The Work Employees. An effective leader will also create a conducive working atmosphere / climate, which encourages ³³ subordinates to feel comfortable working in completing the task he is carrying. Based on the description in the above, then the problems are going to research are influences that occur between variables Leadership effectively, Work's Climate, and Employees Work Effectiveness at the Education Department Office of Ciamis District.

From the description of the background behind at the top of the authors make things such as justification in the study of this, and the authors are interested in writers interested in researching more far regarding issues subject, namely how the influence between variables EffectLeadership Effectively, Work Climate, and Work Effectiveness of Employee related. To the Journal's authors raised the title of “Influence of Effective Leadership, and Work Climate, Againsts Work Effectiveness of Employees in the Education Department Office of Ciamis Distric.”

2.Literature

2.1 Employee's Work Effectiveness

Employees' Work Effectiveness in research this is a variable that is symbolized by the sign X_3 . The word effectiveness is derived from the language of English that is effective which contains the notion of a state of the occurrence of something effect or result that is desired by a person or organization to perform an act (work) with the intention of reaching the destination specified are desired. According to Griffin, R.W (Gania, G, 2004: 8) “the purpose of the set is the result of a decision on the plan earlier, regard it is said to be effective when making the decision right and implement with success.”⁸ Understanding is not much different as anything that is put forward by Mullins, L.J (2005:260), that effectively associated with doing something to correct, and associated with the output of work and anything that is really achieved by the manager.⁹ The opinion of George,J.M and Jones, GR (2005), that an effective organization is the ability of an organization to achieve its goals.¹⁰ From some sense it can be synthesized that the Effectiveness of Employment, contains the meaning of the achievement of objectives, to where or to how far the results of the work that is output that has been achieved from what that was set previously. So also agains the employees of the Education Department Office of Ciamis District expected to complete the job as effectively.

2.2 Effective Leadership

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Leadership is one of the main factors in bringing positive change to the organization; if there is no leadership in the organization they will not be able to change in the direction they desire and could experience negative change instead (Hassan, Moo Jun, and Rashad Yazdanifard (2015)).¹¹ According to Koohang, Alex, et al (2016), Its findings revealed positive and significant linear connection among leadership (leading organization, leading people and leading self), trust, knowledge management and organizational performance.¹² According to Ganta, and Manukonda (2014), Leadership is a kind of power one person has the ability to influence or change the values, beliefs, behavior and attitudes of another person.¹³ When an individual influence the behavior of others in a group without using force, referred this describes the effort as leadership. By because it Daft, R.L (Angelica, 2006:313) states: "Leadership is the ability to influence people to achieve the objectives organizational."¹⁴ Besides that, according to Yukl, G (Supriyanto, B, 2005:8) states that: "Leadership is a process to influence other to understand and agree with what needs to be done and how the task is carried out effectively, and the process to facilitate individual and collective efforts to achieve common goals."¹⁵ According to Robbins, SP (2007) "Leadership is the process of influencing a group to achieve."¹⁶ From some of the opinion that in the above can be synthesized, that Effective Leadership is a process for influencing another person or a group to understand and agree with anything that needs to be done and how the task was carried out as effectively, as well as the process to facilitate the efforts of individuals and groups to achieve the goal together. Effective Leadership, of course, trying to how to do so that the worker at the bottom also works as effectively. Effective Leadership, will seek that the workers / employees are there under the influence is expected to be able to work with calm and be able to enjoy the atmosphere of the work that is convenient, for the Effective leadership going to build an atmosphere of work Climate are conducive. The Role of Effective Leadership at the Education Department Office of the Ciamis District very necessary in order to create an atmosphere / climate of work that is conducive, so that to the employees will air the task as effectively as possible.

2.3 Work Climate

The Base on research of Dwi Septianto and Lataruva, Eisha (2013) Sofyan, Diana Khairani (2013), Suliman, Abubakar, Bader Al Hareti (2013), Rusmaini (2017). The results showed that the variable has a significant positive work environment on the performance of employees,¹⁷ and then Amedome (2018) explain that positive school climate requires leadership roles that bother on accountability by creating and sustaining a competitively school, empowering others to make significant decisions, providing instructional leadership and developing and executing strategic plans¹⁸. The research of Rasmuji and Putranti, H.Ratnawati Dwi, the result so explain that work environment have a positive and significant impact on employee job satisfaction, where job satisfaction variable is a variable that mediates the influence of work environment on employee performance,¹⁹ and the research of Sihombing, EE and Sihombing, Marlon (2014), the result that Leadership and Work climate, joint effect is positive and significant.²⁰ Zarvedi, Reza, et. al (2016), to explain that Leadership, organizational culture and competencies have a direct influence on employee performance and also have an influence either directly or indirectly to the performance.²¹

Employee will be able to carry out the work and activities of others in the maximum, if in addition supported by his boss, also supported in a condition of climate (environment) which is very conducive. Mullins, L.J. (2005: 900) defines the Work Climate as the organization climate stated as follows:

“Organizational Climate is relatively enduring the quality of the internal environment of inorganization (a) is experienced by its members, (b) the influence of their behavior, and (c) can be described in terms of values of its particular set of characteristics (or attributes) of the organization.”²²

Which can be interpreted that the organizational climate is the quality of the internal environment of the organization (a) felt and experienced by members, (b) that affect their behavior and (c) which can be explained in the form of a set of characteristics or attributes of the organization. Wirawan (2009: 7) explain, that Work Climate as an environment of internal organization, is “a factor that affects the performance of employees”,²³ Accordance to Sedarmayanti (2009:2) that defines the Working’s Environmental a whole tool tooling and materials are encountered, the environment around it in where a person works, his work methods, and work arrangements both as individuals and as a group.²⁴ Also the result of the study of Githinji and Gachunga (2017), revealed that organization climate that influenced employee performance in state corporations,²⁵ and research from Haryono, Siswoyo at all (2019), to explain that the results of the study revealed that organizational climate also significantly affected statistic distric coordinators’ job performance.²⁶ From the opinion of that can be synthesized The fish that I claim Working conducive as the environment internal organization is very helpful in increasing the effectiveness of the Working Employees. Rai, Rasmi (2014) in the her research finded the result obtained higlihts the positive relation between Organisational climate and Employee Job Satisfaction.²⁷ also Arya, Ruchi and Sainy, Monica (2017), to explain that “Climate or this atmosphere workplace has impact on employee’s motivation, behavior, attitudes and potential, which, in turn is predicted to influence organizational productivity.²⁸ By Work Climate that is conducive, and comfort that is felt case is causing as much at home the employee at the place of work, so do not leave the task that have not completed a task can be solved as effectively by employees,

Employees, Work Effectiveness, Effective Leadership, and Work Climate, is a circuit that is very important, because the effectiveness of the Employment Employees not be separated from the influence of Effective Leadership, that is able to build the employees that work from the start of the planning process, until the completion of a task that given at the employee completed as effectively, both in the use of materials as well as from the angle of time. Effective Leadership also on Work Climate that is conducive, where Work Climate that is conducive make the employees feel comfortable in the environment it works, and it also will build Work Effectiveness of Employees. By thus Work Effectiveness of Employee in the Education Department Office of Ciamis District will be affected both by the Effective Leadership, and Work Climate, is partial, as well as by Effective Leadership and Work Climate is jointly affect the Work effectiveness of the Employees.

3.Hypothesis Development

Base Framework in theory and empirically that is build in the constructive form that is described above, so Conceptual Framework from thinking on this research is able to the figure, is:

H1: There is the influence of the positive and significant between Effective Leadership (X₁) against Work Climate (X₂), in the Education Department Office of Ciamis District.

H2: There is the influence of the positive and significant between Effective Leadership (X_1) against Work Effectiveness of Employee (X_3), in the Education Department Office of Ciamis District.

Effective Leadership al₄ has a positive impact on Work Effectiveness of Employee, According to Rusmaini, that based on the results of research, leadership gives a positive effect on the effectiveness of work.

H3: There is the influence of the positive and significant between Work Climate (X_2) against Work Effectiveness of Employee (X_3), in the Education Department Office of Ciamis District.

H4: There is influence of positive and significant between Effectivitas Leadership (X_1) throught Work Climate against Work Effectiveness of Employee.

Base in theory and empirical describe above, so Conceptual Framework from thinking on this research is able to the figure, is: the first (figure 1)

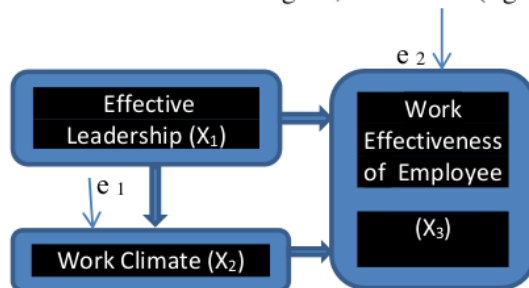


Figure 1. Conceptual Framework

Paradigm double with two variables freely Effective Leadership and Work Climate, and the one of the variable is not free, namely Work Effectiveness of Employee.

Struktural Corelation Model inter variable is indicated by figure 2.

1. $X_2 = \rho_{21}X_1 + e_1$
2. $X_3 = \rho_{31}X_1 + \rho_{32}X_2 + e_2$

4. Methodology

The method that is used is a method Survey Company (Explantory Survey Method). The method is, in accordance with which, restricted to the understanding of survey samples that aims to test a hypotheticals who has formulated previously (testing research). A consequence of this method requires the operationalization of variables that are more fundamental to the indicators. The indicators of the variables that indicate the uniformity and information, in such form that can be designed a test model hypotheses. In accordance with the hypothesis that proposed in the study is going to be used the study of statistics that is appropriate for the purpose of the relationship

because as a result, that is by using Model Structural. The model is going to reveal the magnitude of the effect of variable cause against variable due, either in directly, individually, or in conjunction, Sugiyono (2011:323).²⁹ The study is to combine the two approaches quantitative and approach qualitative. As a supporter of research, that approach is qualitative has three functions, namely: (1) can be used as a source of hypotheses that will be tested by research quantitative, (2) the development and scouting instrument of research, both in the form of a questionnaire and scale, (3) in the interpretation and quantitative data classification.

Determinaion of the variables are related to the research that is central carried out are as follows: (1) Variable Leadership Effectively, as a variable – free (independent variable), which was subsequently written to X₁, (2) Variable Work Climate, as a variable dependent (dependent variable), which is then written with X₂ notation. This is an endogenous variable, because it is affected by X₁, (3) Variable Effectiveness Work of Employees, as a variable dependent (dependent variable), also variable endogenous who subsequently written with the notation X₃.

The population in the study is totaled 111 employees (ledership and staff) of the Education Department Office of Ciamis District, while taking the sample using the formula of Taro Yamane (Riduan, 2012:18).³⁰

N

n = ----- =89 people (after rounding off)

$Nd^2 + 1$

Where: n = Number of samples

N = Number of Populations

D2 = Precision (set at 5% with a level 95% confidence)

5. Finding and Discussion

The following table illustration how the level of correlation between the variables studied.

		X3	X1	X2
X3	Pearson Correlation	1	.815**	.801**
	Sig. (2-tailed)		.000	.000
	N	69	69	69
X1	Pearson Correlation	.815**	1	.481**
	Sig. (2-tailed)	.000		.000
	N	69	69	69
X2	Pearson Correlation	.801**	.481**	1
	Sig. (2-tailed)	.000	.000	

N	69	69	69
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** Correlation is significant at the 0.01 level (2-tailed).

Table 1: correlation between variables

It is analysed and discussed and the results are found, between:

Table 1 showed that the correlation in this study is significant and meets the requirements for the regression test. Then a regression test was carried out based on the hypothesis of this study.

H1: Effective Leadership (X_1) towards WorksClimate (X_2)

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.481 ^a	.231	.220	9.20511	.126

a. Predictors: (Constant), X_1

b. Dependent Variable: X_2

Table 2: Path Summary of substructure 1

Table 2 Model Summary, value of R Square or koefisien determinasi is 0.231 or 23.1%. The value indicates that Effective Leadership variable influence Work Climate is 23.1%. The other word the other variable (ϵ_1) influence toward Work's Climate is 76.9% or 0.769.

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	
		B	Std. Error	Beta	t
1	(Constant)	48.980	16.813		2.913
	X_1	.584	.130	.481	4.487

a. Dependent Variable: X_2

Table 3: Path Coefficients of substructure 1

Table 3 showed that path coefficients (β_{21}) Effective Leadership (X_1) towards Works Climate (X_2) is 0.481 and t_{value} is 4.487. So, Effective Leadership has direct positive effect on Works Climate and Effective Leadership contributed 48.1% to Works's Climate.

The physical environment, might be used given their effect on corporate Works Climate. Based on the analysis it is found that Effective Leadership of Education Department Office of Ciamis District has direct positive effects towards Work Climate.

H2: Effective Leadership (X_1) towards Work Effectiveness of Employee (X_3)

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Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.939 ^a	.882	.879	2.92622	1.698

a. Predictors: (Constant), X2, X1

b. Dependent Variable: X3

Table 4: Path Summary of substructure 2

Table 4 Model Summary, value of R Square or determination coefficient is 0.882 or 88.2%. The value indicate, koefisien determinasi is 0.882 or 88.2%. The value indicate influence variable of Effective Leadership, Work Climate toward Work effectiveness of Employee is 88,2 %. The other word influence other variable (e_2) is 11.2% or 0.112.

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Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	1.747	5.673		.308	.759
	X1	.548	.047	.559	11.612	.000
	X2	.429	.039	.532	11.052	.000

a. Dependent Variable: X3

Table 5: Path Coefficients of substructure 2

Table 5 showed that path coefficients (β_{31}) Effective Leadership (X_1) of Office of Ciamis District Education towards Works's Effective of Employee (X_3) is 0.559 and t_{value} is 11.612, So, Effective Leadership of Office of Ciamis District Education has direct positive effect of Office of Ciamis District Education, and contributes 55,9% to Works's Effective of Employee (X_3).

According to Koohang, Alex, et al (2016), that Effective Leadership can measure the level of Works's Effective of Employee. Based on the analysis it is found that Effective Leadership of Office of Ciamis District Education has direct positive effects on Works's Effective of Employee of Ciamis District Education.

H3: Works's Climate (X₂) towards on Works's Effective of Employee (X₃).

From table 5 to, showed that path coefficients (ρ_{32}) Works's Climate (X₂) of Office of Ciamis District Education towards Works's Effective of Employee (X₃) is 0.532 and t_{value} is 11.052, So, Works's Climate of office of Ciamis District Education has direct positive effect on Works's Effective of Employee of Office of Ciamis District Education and Works's Climate contributes 53.2% toward Works's Effective of Employee (X₃) of Office of Ciamis District Education.

According to Wirawan (2009: 7) that Works's Climate can measure the level of Works's Effective of Employee. Based on the analysis it is found that Works's Climate of Office of Ciamis District Education has direct positive effects on Works's Effective of Employee of Office of Ciamis District Education. Based on the analysis it is found that Works's Climate has direct positive effects on Works's Effective of Employee of of Office of Ciamis District Education.

Structural model is developed from base concept of teorities in the realize field is formulated as the figure 2.

The structural model developed based on understanding theoretical concepts and reality in the field is formulated as shown in Figure 2 below.

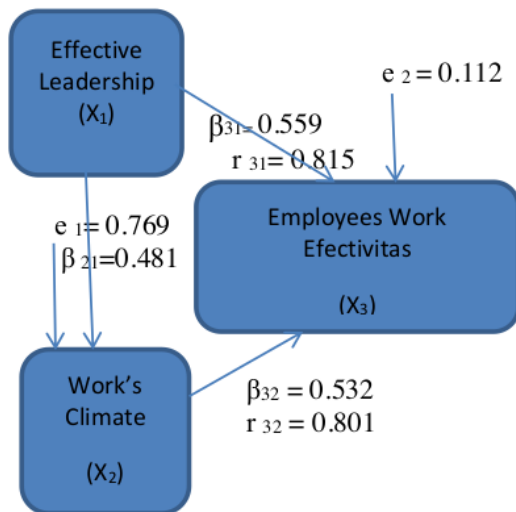


Figure 2. Model of Interrelation Structure Inter Variable

From path diagram as Figure 2 above, is able 3 (three) path coefficients, are β_{21} , β_{31} , and β_{32} , with three correlations are r_{21} , r_{31} , and r_{32} .

Correlations Model of structural inter variables as is that is showed on figure 2, consist of 2 (two) path sub-structural, that is:

Sub struktur (1). $X_2 = \rho_{21}X_1 + e_1$ and

Sub struktur (2): $X_3 = \rho_{31}X_1 + \rho_{32} X_2 + e_2$.

$e_1 = 0.769$

$e_1 = 0.112$

$\beta_{21} = 0.481$

$\beta_{31} = 0.559 (0.815) = 0.455585$

$\beta_{32} = 0.532 (0.801) = 0.426132$

From the path diagram as shown in Figure 2 above, it is obtained 3 (three) path coefficients, namely β_{21} , β_{31} , and β_{32} , with three correlations namely r_{21} , r_{31} , and r_{32} .

Based on the causal model that is theoretically formed a path analysis diagram has been obtained and the coefficient value for each path is calculated

The structural relationship model between variables as shown in Figure 2 consists of 2 (two) sub-structural lines, namely:

Sub struktur (1). $X_2 = \rho_{21}X_1 + e_1$ dan

Sub struktur (2): $X_3 = \rho_{31}X_1 + \rho_{32} X_2 + e_2$.

$e_1 = 0.769$

$e_1 = 0.112$

$\rho_{21} = 0.481$

$\rho_{31} = 0.559 (0.815) = 0.455585$

$\rho_{32} = 0.532 (0.801) = 0.426132$

6. Conclusion

The finding of this study concludes that Effective Leadership of the Office the Department of Ciamis District Education has positive effect on Works's Effective of Employee of Office of the Department of Ciamis District Education, Works's Climate of Office of the Department of Ciamis District Education has positive effect on Works's Effective of Employee of Office of the Department of Ciamis District Education, Effective Leadership of Office of the Department of Ciamis District Education has positive effect on Works's Climate of Office of the Department of Ciamis District Education.

Furthermore, this study suggest that the Office of the Department of Ciamis District Education can increase Works's Effective of Employees through improving Effective Leadership of Office of the Department of Ciamis District Education such as provide training.

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Based on the result of the analysis and discussion, the finding of this study concludes that it may take some conclusions as follows:

1. There is the influence of the positive and significant between Effective Leadership against Work's Climate of Employees ($\beta_{21} = 0.481$) in the Office of the Department of Ciamis District Education.

So, Effective Leadership of Office of the Department of Ciamis District Education has positive effect on Works's Climate of Office of the Department of Ciamis District Education.

2. There is the influence of the positive and significant between Effective Leadership against Work Effectiveness of Employees ($\beta_{31}= 0.559$) in the Office of the Department of Ciamis District Education.
So, Effective Leadership of the Office of the Department of Ciamis District Education has positive effect on Works's Effective of Employee of Office of the Department of Ciamis District Education
 3. There is the influence of the positive and significant between Work's Climate against Effectiveness Work of Employees ($\beta_{32}= 0.532$) in the Office of the Department of Ciamis District Education.
So, Works's Climate of Office of the Department of Ciamis District Education has positive effect on Works's Effective of Employee of Office of the Department of Ciamis District Education,
 4. There is the influence indirect Effective Leadership against Effectiveness Work of Employees through Work's Climate of Employees is 0.481 (0.532) or 0.255892.
So, furthermore, this study suggest that Effective Leadership, a leadership that is able to build: a conducive Work's Climate, and finally able to build Effectiveness work of employees. So it can complete the programs as Labor were designated as effectively.
1. There is a positive and significant influence between Effective Leadership on Employee Work Effectiveness ($\beta_{31} = 0.559$) at the Ciamis District Education Office.
 2. There is a positive and significant influence between Work Climate on Employee Work Effectiveness ($\beta_{32} = 0.532$) at the Ciamis District Education Office.
 3. There is a positive and significant influence between Effective Leadership on Employee Work Climate ($\beta_{21} = 0.481$) at the Ciamis District Education Office.
 4. There is an indirect effect of Effective Leadership on Employee Work Effectiveness through Employee Work Climate of 0.481 (0.532) or 0.255892. Effective Leadership, is leadership that is able to build: a conducive working climate, and finally able to build Employee Work Effectiveness. So that it can complete the determined Work programs effectively.

Policies Implication

In accordance of the results of the analysis are obtained, then subsequently bi assigned several implications for policy as follows:

1. Effective leadership is a leader who can influence his employees, so that it is formed Employee who works as effectively.
2. Leadership Effectively, can build on Work's Climate that is conducive, and make the employees feel comfortable, so it can also foster a sense of responsibility. Responsibility towards the task that are given leadership to him.
3. Climate Work that is conducive, which makes employees feel comfortable in the implementation of the works, will make employees become employees who work as effectively.
4. By thus Effective Leadership at the Office of the Departement of Ciamis District Education / an institution that is effective as well.
5. In the contetxt of an increase in the effectiveness of the organization, for researchers who else is still open opportunities and possibility to work looking and find factors other that affect the effectiveness of the work organization at the Department of Ciamis District Education.

In accordance with the results of the analysis obtained, several policy implications can be determined as follows:

1. Effective Leadership is a leader who can influence employees, so that employees who work effectively are formed.
2. Effective Leadership, can build a conducive working climate, and
3. A conducive working climate makes employees feel comfortable, so that it can also foster a sense of responsibility for the tasks assigned by the leadership to them.
4. A conducive working climate, which makes employees feel comfortable in carrying out their work, will make employees work effectively.
5. Thus Effective Leadership at the Ciamis Regency Education Office will form employees who work effectively, which will eventually form the Ciamis Regency Education Office / an effective institution as well.
6. In the context of increasing organizational effectiveness, for other researchers there are still opportunities and possibilities to work to find and find other factors that affect the effectiveness of organizational work at the Ciamis District Education Office.

7. Limitations

This study only tested two variables to examine of works's efektivitas of employee. So, there are still many variables that need to be tested to determine the level of influence on works's efektive of employee.

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