

The Influence of Leadership Style and Motivation on Employee Performance at PTSL Bogor

Achmad Rozi¹, Umi Narimawati², Azhar Affandi³, Sidik Priadana⁴, Heri Erlangga⁵

¹Universitas Primagraha, Serang, Banten, Indonesia

²Universitas Komputer Indonesia (UNIKOM), Bandung, Jawa Barat, Indonesia

^{3,4,5}Universitas Pasundan, Bandung, Bandung, Jawa Barat, Indonesia

E-mail: engqus.eroy@gmail.com

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Abstract:

This study aims to determine the effect of leadership style and motivation together on employee performance at PTSL Bogor. This research method uses quantitative methods with a causal research design (cause and effect). The population of this study were all employees of PTSL Bogor as many as 130 employees and the determination of the number of samples using saturated samples so that the number of samples was 99 respondents. The results of the t test, the value of t count is greater than t table ($-1.043 > 1.985$). so that H_0 is accepted and H_a is rejected, that there can be no significant effect between leadership style on employee performance at PTSL Bogor. The results of the t test, the value of t arithmetic is greater than t table ($9.105 > 1.985$). So it can be concluded that H_0 is rejected and H_a is accepted that there is a significant influence between work motivation on employee performance at PTSL Bogor. F test results of leadership style and motivation on Employee performance obtained F count $> F$ table ($61,846 > 3,091$) and sig value $F < (0.000 < 0.05)$. So it can be concluded that there is an effect of Leadership Style and Motivation together on Employee Performance. Leadership Style (X_1) and Motivation (X_2) affect employee performance simultaneously.

Keywords: Leadership, Motivation, Performance.

INTRODUCTION

The current era of globalization, which is full of rapid progress in terms of science and technology, forces all aspects of life to develop very quickly as well. This makes the competition between companies even tighter. Every company has a goal that it wants to achieve. On the other hand, companies must be able to survive in the midst of a fast development rhythm and intense competition. Every company must have a competitive strategy to survive in the current era of globalization.

One of the strategies implemented is the human resource strategy, considering that human resources are an important aspect in the sustainability of the company. Although various existing resources are important to a company, what shows a potential competitive advantage is its human resources and how they are managed. Human resources are very valuable capital and are an inexhaustible investment if they are maximally developed by the company, therefore human resources are referred to as human capital.

Every company wants optimal employee performance, therefore the company always tries to be able to continuously improve the performance of its employees. The company also provides good performance standards in accordance with the rules and regulations that have been established within the company. Good performance is optimal performance, namely performance that meets standards and supports the achievement of organizational goals. According to Mangkuprawira (in Thio Tjoen Hok 2014), performance is the result of work that can be achieved by a person or group of people in a company in accordance with their respective authorities and responsibilities in an effort to achieve company goals legally, not violating the law and also contrary to morals or ethics. .

Performance is work performance, which is a comparison between work results that can be seen in real terms with work standards that have been set by the organization. (Elvina Walsa, Sri Langgeng Ratnasari 2016: 101) Performance according to Rivai (2011: 554) is a real behavior that is displayed by everyone as work performance produced by employees according to their role in the company. To achieve a work performance, it takes a leadership style and work motivation.

A leader must be able to analyze the current and future environmental situations, then determine the appropriate and appropriate leadership style to be applied in that situation. (Amalia 2016:2) Leadership style plays a very important role in management. Therefore, a leadership style is needed by humans, because of certain limitations in humans, this is where the need to lead and be led arises. (Walsa 2016: 100). Miftah (2012), states that a good leader must be able to motivate his employees at work. Apart from leadership style motivation also affects employee performance.

A person's motivation and abilities are the main forming factors. Individual work performance is a combination of ability and motivation in carrying out work tasks (Swasto 2011:101). Motivation is the willingness to make a high level of effort to achieve organizational goals conditioned by the ability of the effort to satisfy the needs of a number of individuals. (Walsa 2016: 100). According to Edwin B Flippo in the book Malayu S.P Hasiubuan (2013: 145), motivation is: "A skill, in directing employees and organizations to want to work successfully, so that the wishes of employees and organizational goals are simultaneously achieved.

Based on the results of interviews conducted, the decline in employee performance is caused by a leadership style that tends to be passive in communicating and does not want to receive input from subordinates, causing employees to be less than optimal in doing their work. In addition to leadership style motivation is also a factor causing the decline in employee performance. Lack of motivation to employees such as social needs. The company rarely provides recreation to its employees so that a sense of kinship, friendship between employees has not arisen.

Another thing that affects the low motivation of PTSL Bogor employees is the need for honor, namely the need to be respected and appreciated by superiors. The lack of praise given by superiors if employees succeed well in completing a job task. The company has not given awards or rewards for employees who excel and give positions to employees who excel. Lack of ability, skills and potential that is owned to the maximum so that it has an impact on the low motivation of employees.

Based on the background of the problem, the researcher decided to take the title Influence of Leadership Style and Motivation on Employee Performance at PTSL Bogor.

RESEARCH METHODS

This study uses a quantitative approach, namely by testing existing hypotheses to seek the truth of these hypotheses. With a research design to determine the influence of leadership style and motivation on employee performance, according to Sugiyono (2019:16) quantitative research methods can be interpreted as research methods based on the philosophy of positivism, used to examine certain populations or samples, data collection using research instrument, data analysis is quantitative / statistical, with the aim of testing the hypothesis that has been applied.

Look for the effect of certain treatments on others under controlled conditions. Researchers took the object of research at PTSL BOGOR. The population taken in this study were all PTSL employees with a total of 130 employees and then the slovin formula was entered to become 99 employees. The results of these formulas will be used as research samples.

RESEARCH RESULTS AND DISCUSSION

In this study, the truth of the hypothesis is proven by testing the two-tailed hypothesis. Hypothesis testing aims to determine whether there is an influence of leadership style, work motivation on employee performance.

The t-test is used to determine the effect of the independent variable independently (partial) on the dependent variable.

Hypothesis Testing for Variable X1 and Variable X2 Using Test (t)

Partial T Test Results

Coefficients ^a					
		Unstandardized Coefficients		Standardized Coefficients	
Model		B	Std. Error	Beta	t
1	(Constant)	33.743	4.711		7.162
	Gaya kepemimpinan	.661	.141	.431	4.702

a. Dependent Variable: Kinerja

Based on the research that has been done and based on the results of data processing related to the title and research hypothesis, in this study there are several things that can be explained, including.

a) The Influence of Leadership Style on Employee Performance.

Based on the results of tests that have been carried out using a partial hypothesis test that leadership style has no significant effect on employee performance. Based on the statistical tests that have been carried out, the t-count value for the leadership style variable is -1.043 with t-table 1.985, these results show that t-count < t-table (-1.043, 0.05).

So it can be concluded that there is no significant effect between work motivation (X1) on employee performance (Y) at PTSL Bogor.

Judging from the test results, it can be interpreted that an increase or decrease in performance is not influenced by leadership style. So the results of this study strengthen that there is no effect of leadership style on employee performance which was previously studied by Siska Sri Dewi with the title the influence of work environment leadership and motivation on employee performance at the regional office of the Ministry of Religion, Sumatra Province. north partially has no significant effect.

b) The Effect of Motivation on Employee Performance.

Based on the results of tests that have been carried out using a partial hypothesis test that the motivation variable has a significant effect on employee performance. With indicators of physiological needs, security needs, social needs, and recognition needs.

Based on statistical tests, the calculated t value for the motivation variable is 9,105 with a t table value of 1,985. These results show that t count > t table ($9.105 > 1.985$) and sig 0.00 ($0.00 < 0.05$).

Motivation is needed because of human nature that requires inducement and encouragement to get better performance, therefore motivated employees tend to be more productive than non-motivated employees. Each employee has their own preferences and needs, so they also have different motivations from each other. So it can be concluded that there is a significant influence between work motivation (X2) on employee performance (Y) at PTSL Bogor.

Judging from the test results, it can be interpreted that the better the work motivation, the more employee performance will increase. So that the results of this study strengthen the effect of work motivation on employee performance which has previously been studied by Zahrotul Ulum Naa'imah¹ Siti Ning Farida² with the title the influence of leadership style and work motivation on employee performance at pt. United Motors Center Basuki Mercy Surabaya. The results of the study show that partially it has a significant effect.

c) The Influence of Leadership Style and Motivation on Employee Performance.

Simultaneous F Test Results

ANOVA ^a						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	6629.975	2	3314.988	61.846	.000
	Residual	5145.661	96	53.601		
	Total	11775.636	98			

a. Dependent Variable: Kinerja

b. Predictors: (Constant), Motivasi, Gaya kepemimpinan

Based on the results of tests that have been carried out using simultaneous hypothesis testing that the variables of leadership style and motivation together have a significant effect on employee performance. With performance indicators of quantity of work, quality of work, efficiency in carrying out tasks, and work discipline.

Based on statistical tests, the significance value is $0.000 < 0.05$ and the calculated f value is $61.846 > f$ table 3.091. So that the results of this study strengthen the influence of leadership style and work motivation on employee performance which has previously been studied by Zahrotul Ulum Naa'imah¹ Siti Ning Farida² with the title of the influence of leadership style and work motivation on employee performance at pt. United Motors Center Basuki Mercy Surabaya. Where the results of the study show that leadership style and work motivation are proven to have a simultaneous effect on employee performance together.

CONCLUSION

Based on the research that has been done about the influence of leadership style and motivation on the performance of PTSL Bogor employees, the following conclusions can be drawn:

1. The results of the tests that have been carried out using a partial hypothesis test that leadership style has no significant effect on employee performance. Based on the statistical tests that have been carried out, the t-count value for the leadership style variable is -1.043 with a t-table of 1.985, these results show that t-count < t-table ($-1.043, 0.05$) so it can be concluded that there is no significant effect between work motivation (X1) on employee performance (Y) at PTSL Bogor.
2. Based on statistical tests, the calculated t-value for the motivation variable is 9.105 with a t-table value of 1.985. These results show that t count > t table ($9.105 > 1.985$) and sig 0.00 ($0.00 < 0.05$). So it can be concluded that there is a significant influence between work motivation (X2) on employee performance (Y) at PTSL Bogor. Judging from the test

results, it can be interpreted that the better the work motivation, the higher the performance of PTSL Bogor employees.

3. Based on statistical tests, the significance value is $0.000 < 0.05$ and the f value is 61.846 > f table 3.091, so it can be concluded that there is an effect of leadership style and work motivation together on employee performance at PTSL Bogor.

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