



The Effect of Servant Leadership on the Work Productivity of PT. Fastrata Buana Bekasi

Anita Novialumi

Lecturer at STIE Tribuana, Bekasi
Email: anytha.lumi7@gmail.com

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Abstract

This research is an exploratory research type with quantitative insights. This study aims to determine the effect of Servant Leadership on the labor productivity of PT. Fastrata Buana Bekasi. The data used is primary data and general data. The number of respondents in this research consisted of 30 employees with a total sampling technique. The analysis in this study includes descriptive analysis and path analysis using SPSS version 25. The method of analysis used is the Analysis of the Relevance Line Selection. Based on the results of the analysis of regress, the leadership that was entrusted to the employees of PT. Fastrata Buana Bekasi, many offices have a positive and significant impact on labor productivity.

Keywords: Servant Leadership, Work Productivity

INTRODUCTION

Competition in the business world in the modern era requires business people to always prepare human resources who are able to compete in every activity. Human resources greatly influence the success of a company / organization in achieving goals, thus, human resources are one of the factors in helping the company / organization achieve its goals.

In achieving its goals, the company must be able to manage human resources effectively and efficiently so that the vision and mission of the company can run as expected, if the company is not able to manage human resources properly it will result in obstruction of the objectives that have been set. The ability, skills and knowledge of employees are one of the elements that can determine the success of achieving the company's goals, but the success of achieving goals is not only determined by the quality of employees, leadership factors also have an influence that can hinder the achievement of these goals, leadership is one an important factor in the progress and development of the company.

In directing and guiding subordinates, leaders must be able to influence employees to work effectively and efficiently to do their job optimally, besides that leaders are expected to be able to establish good relationships with subordinates in order to create a harmonious atmosphere. Because leaders have the responsibility to improve employee performance, by

increasing employee performance it is expected that the resulting productivity will increase. According to Kartono (2010: 23) a leader in a broad sense "a person who leads in the way of initiating social behavior by regulating, directing, organizing, or controlling the businesses and efforts of others, or through training, guiding, leading with the help of his positive qualities and voluntary acceptance by followers".

According to Terry in Fahmi (2017: 15) "Leadership is the activity of influencing people to strive willingly for mutual objectives" (Leadership is an activity that influences people to be willing to try to achieve common goals). According to Srimulyani (2013: 44) the concept of servant leadership is leadership that encourages someone to serve others, while still focusing on efforts to achieve what are the main goals (vision and mission) of the organization itself. Broadly speaking, servant leadership has a high influence on employee work productivity, servant leadership is a leader who does not provide distance between superiors and subordinates, subordinates are included in decision making, subordinates are no longer considered workers who must and are able to increase company productivity. , but employees or subordinates take part in increasing the productivity of the company. Servant leadership provides and creates motivation for its employees. A leader must understand the varied and varied personalities, needs, wants and interests of employees, a leader is a force to stimulate and motivate subordinates in achieving company goals.

According to Komarudin (2013: 121) Productivity essentially includes an attitude that always has the view that today's work methods must be better than yesterday's work methods and the results that can be achieved tomorrow must be more or more qualified than the results achieved today ". By having the principle of productivity as expressed by Komarudin above, that employees always strive to continue to improve their performance every day in order to produce a lot of productivity. So that the leader can assess the performance of his employees.

For a leader in the future, he has a tough challenge in fostering, guiding employees to produce high productivity. That's what happened to PT. Fastrata Buana Bekasi, a leader must be responsive in providing solutions to any problems that occur, and become a protector for subordinates. PT. Fastrata Buana Bekasi is a company engaged in the distribution of merchandise in the Bekasi area from traditional to modern markets.

The research was conducted at PT. Fastrata Buana Bekasi, because the leadership in the company does not influence subordinates to do their job well, so that the existing productivity decreases. Based on the above problems, the researcher is interested in conducting research with the title "The Effect of Servant Leadership on Employee Work Productivity".

RESEARCH METHODS

This study aims to determine the effect of servant leadership on the work productivity of the employees of PT. Fastrata Buana Bekasi. To achieve this goal, the research method used is explanatory research with a quantitative approach. The population used in this study were 30 employees, and the sample used in this study were 30 Data analysis

1) Descriptive Statistical Analysis

Descriptive analysis method is a method of analysis in which the data that has been obtained are compiled, grouped, analyzed, then interpreted objectively in order to obtain an overview of the problems faced and explain the results (Sugiyono, 2010).

2) Inferential Statistical Analysis

Inferential statistics are used to analyze sample data and the results are applied to the population, this statistic is suitable if the sample is taken from a clear population (Sugiyono, 2014).

a) Classical Assumption Test

- Normality test
- Heterokedacity test

- b) Simple Linear Regression Analysis
- c) Hypothesis Testing
 - T-statistic test

RESULTS AND DISCUSSION

1. Descriptive Analysis Results

a. Servant variable leadership (X)

Descriptive statistical analysis test is used to determine the description of the variables under study through the mean (mean), maximum value, minimum value, standard deviation, range and variance.

The average of all question X items regarding servant leadership is 4.20 which is categorized as having a good effect on the employees of PT. Fastrata Buana Bekasi.

b. Work Productivity Variable (Y)

Based on the results of the descriptive analysis test, it is known that the Employee Productivity (Y) variable has an average respondent's answer of 4.1, it can be concluded that employee work productivity can be influenced by the statements submitted, employees, and the sampling technique used was saturated samples. The data used in this study are primary data and secondary data.

2. Simple Linear Regression test results

Table 1. Simple Linear Regression test results

| | | Unstandardized Coefficients | | Standardized Coefficients | | |
|-------|------------|-----------------------------|------------|---------------------------|-------|------|
| Model | | B | Std. Error | Beta | t | Sig. |
| 1 | (Constant) | 12.608 | 6.777 | | 1.860 | .073 |
| | SL | .570 | .140 | .609 | 4.068 | .000 |

Dependent Variable: PK

Based on the table above linear regression:

$$Y = 12.608 + 0.570X$$

From the above equation, it can be described as follows:

- a. The constant is 12.608, shows that on average work productivity if there is none servant leadership of 12.608. if the servant leadership is zero, then the work productivity of the employees of PT. Fastrata Buana Bekasi amounting to 12.608.
- b. Employee productivity increased by 0.570 units for the company experienced an increase of 1 unit, then work productivity increased by 0.570 units with the assumption that other variables were considered constant. The regression coefficient is positive indicating servant leadership leadership towards the work productivity of the employees of PT. Fastrata Buana Bekasi.

3. The coefficient of determination

From the analysis of the coefficient of determination, the R^2 results are 0.371, meaning that 37% of the employee work productivity variable is influenced by the variable servant leadership (X). while the remaining 63% of employee work productivity variables will be influenced by other variables which are not discussed in this study.

The correlation coefficient (R) of 0.609 is in the strong category because it is in the range 0.6 - 0.8. The relationship between independent variables, namely servant leadership (X) and work productivity, has a positive effect, meaning that if the free variables are increased, work productivity will also increase.

DISCUSSION

1. Description of Servant Leadership

From the results of the grand mean of primary data processing on the servant leadership leadership variable (X) of 4.2, which means the servant leadership of PT. Fastrata Buana Bekasi has improved.

Based on the research results obtained answers with an average score of 4.1 for the work productivity variable (Y), the score falls into the agree category. We can conclude that the employees of PT. Fastrata Buana Bekasi agrees on servant leadership that is applied to the work productivity of employees.

2. The influence of servant leadership on the work productivity of the employees of PT. Fastrata Buana Bekasi.

From the processing of the data obtained, the results show that variable X has a positive and significant effect on productivity / variable (Y) which is shown by a constant of 12.608, based on the results of the coefficient of determination, R^2 is 0.371, which means that servant leadership has an influence of 37 % of the work productivity of the employees of PT. Fastrata Buana Bekasi.

And on the results of research on servant leadership at PT. Fastrata Buana Bekasi in terms of work productivity has a regression coefficient of 0.570 which shows that servant leadership has an effect on employee work productivity, which means that any increase in servant leadership will lead to an increase in employee work productivity.

CONCLUSION

Based on the analysis that has been done to the employees of PT. Fastrata Buana Bekasi is known that there is an influence of servant leadership leadership with an indicator of affection with the leadership item paying attention to the rights and obligations of subordinates, showing that the item has an average answer strongly agrees that the leadership pays attention to subordinates well.

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