HALAL FOOD INDUSTRY IN INDONESIA: EVIDENCE OF EMPLOYEES PERFORMANCE

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ABSTRACT

This research is motivated by a decrease in the performance of human resources in the Halal Food Industry in Indonesia, which indicates that the performance of the halal food industry in Indonesia is not optimal. By looking at this problem, researchers are directed to analyze models of improving employee performance through leadership, compensation, motivation and teamwork in the halal food industry in Indonesia. In this study, using a census technique, namely taking all X halal food company employees as representatives of the halal food industry in Indonesia as many as 161 people, 28 questionnaires in this study were declared damaged and unfit for testing, so in this study only 133 questionnaires were used. Questions are given using a questionnaire consisting of closed questions. Respondents' answers to closed questions about the variables studied in this study were then analyzed using the SPSS program. The results showed that the independent variables, namely leadership, compensation, motivation and teamwork have

the following effects: leadership has a positive and significant effect on employee performance; compensation has a positive and significant effect on employee performance; motivation has a positive and significant effect on employee performance; and teamwork has a positive and significant effect on employee performance.

Keywords: *leadership; compensation; motivation; teamwork; employee performance*

INTRODUCTION

Currently halal regulation for food and beverage is the most important regulation for Muslim consumers. This concept is generally adopted by most industrial food and beverage products in Muslim-majority countries. However, due to the high moral value of this halal concept, many food and beverage companies in non-Muslim countries, have also adopted this in their business practices(Azam & Abdullah, 2020;Ab. Wahab & Kamarubahrin, 2019). The halal orientation focuses on long-term business performance and is considered a new business area(Saleh et al., 2016). In the context of halal food and drinks, there are several requirements, based on Islam, that must be met at all stages of the production process including cutting, storage, display preparation, overall hygiene and sanitation(Pradipta et al., 2018). However, due to the lack of knowledge among the non-Muslim community regarding halal principles and lack of information regarding the benefits of the halal processing process, halal principles have not become a major element in the lives of non-Muslim communities (Golnaz et al., 2012). Indonesia is a multi-ethnic country among the three ethnicities and not all adhere to Islam. Muslim consumers are obliged by their religion to only consume products that are halal. Therefore, when buying a product, they are looking for a halal logo that is certified by religious authorities in Indonesia (Ruslan et al., 2018). In addition, the demand for halal products has continued to increase since the last few years in Indonesia, especially among non-Muslim consumers(Mathew et al., 2014; Haque et al., 2015;Wibowo & Ahmad, 2016). They prioritize hygiene and product health, which is in line with a healthy lifestyle and green lifestyle. Thus, halal food and drinks are often associated as healthy food and drinks (Bakar et al., 2017). However, there are still many non-Muslim consumers who still consider halal food and drinks to be Islamic food and drink(Lim et al., 2020). Thus, it is necessary to conduct research that measures the perceptions of non-Muslim consumers towards halal food and beverages.

Halal labeling is a series of requirements that should be fulfilled by business actors engaged in food and beverage processing products and food or is generally termed food(Omar & Omar, 2019). Food (and beverage) that is halal, and good is an important requirement for the advancement of local and foreign food products, in Indonesia especially so that they can compete with other products both at home and abroad(Rahmah & Barizah, 2020). Indonesia is a country where the majority of the population is Muslim, for the sake of peace and convenience of consumers, business actors are required to display legal halal labeling issued by the government through the appropriate authorities(Nur Iman et al., 2021). Currently, halal is related to the guarantee of halalness which is shown by the existence of halal certification from LPPOM MUI(Rezai et al., 2009; Khan & Khan, 2019). In addition to ensuring good food, the provision of halal guarantees will increase the competitiveness of Indonesian local food products against imported products that do not get halal certification.

Not a few studies have discussed about halal products seen from the perceptions of Muslim and non-Muslim communities, including research that indicates a negative relationship with attitudes which will also affect purchase intention(Bashir, 2019). Other research shows that the inclusion of a halal label has an more effect on purchase intention(Zainuddin et al., 2020), where the halal label plays a role in increasing purchase interest(Hamdan et al., 2013). This contradicts the other research which shows that the halal label has no significant effect on society choices in consuming food(Elseidi, 2018). Meanwhile, that the composition of the ingredients contained in the product has a significant positive effect on the buying interest of Non-Muslim consumers(Wibowo et al., 2020), while it is related to Non-Muslim consumers' buying interest in halal products shows different things(Damit et al., 2019). This study proves that the composition or ingredients contained in the product have a significant negative effect on consumer buying interest.

The halalness of a product is an indicator of product quality assurance whether it is good or not(Jamaludin et al., 2017). Indonesia has enormous opportunities and potential to develop the halal industry, including in the halal food industry. It is undeniable that food is a commodity that is consumed by humans in large quantities every day. According to the State of the Global Islamic Economy Report (2019), it shows that halal food is in the top rank in terms of revenue contribution from the halal industry, which is valued at $ 1.17 trillion. So that halal food is the

main focus of business actors in developing their business in various countries(DinarStandard, 2020).

The increase in consumer demand for halal products has encouraged increased investment and trade in the industry, especially in halal food products, not only local companies, but also multinational companies(MadencI et al., 2020). The rapid development of the halal industrial market in the world has stolen the attention of the government and business actors in many countries(A. Ahmad et al., 2019). Not only Muslim countries but also predominantly non-Muslim countries(J. Hashim, 2009). The increasing interest of the world community to consume halal products is not only driven by belief motivation, but also because the quality of halal products is indeed getting better.

The Sharia Economics Master Plan for the Republic of Indonesia 2019-2024notes that the growth of the middle class increases by 7-8% per year, so that purchasing power also increases. This is a very large target market, especially for Indonesia, where the majority of the population is Muslim. More than that, public awareness to consume halal food has also increased. Indonesia ranks first in terms of halal food consumers, but is not accompanied by halal food producers who are still struggling in number 10 in the world. Even Indonesia is still inferior to several other Southeast Asian countries in terms of producing halal food. Indonesia has not been able to fully utilize the potential of the halal food market in terms of production, even though Indonesia is a country with the largest Muslim population in the world.

One of the reasons for lagging production is that there are still many business actors or industrial actors (human resources) who have not carried out halal certification of the food products they produce. Many of them consider that halal certification is not important, even though this halal certification can encourage the interest of other countries to consume halal products or food in Indonesia which can make Indonesia's economy better(Faridah, 2019). Based on data from the Central Statistics Agency (BPS), there are around 57 million MSMEs scattered throughout Indonesia, but only a few have been certified halal by the Indonesian Ulema Council (MUI).

In today's fast economic era, industry players (human resources) are one of the most important key factors in a company(Raharja, 2018). Without human resources the company will not achieve its goals. Where currently human resources are required to be proactive in developing themselves in accordance with increasingly advanced technological changes and

make an innovation or change that can help the existence of the company. Therefore, to achieve this goal, reliable human resources are needed according to the required capacities(H. I. C. Hashim & Shariff, 2016).

Where quality human resources are those who can show a work behavior that can lead to the achievement of company goals(Darmawan et al., 2020). However, what is often encountered in the field is that the capabilities of the human resources owned by the company have not met the expectations of the company. This is what causes it to be the responsibility of company leaders in improving, developing and improving the performance of human resources in the organization, in order to achieve the goals set by the company.

Employee performance is a benchmark for the success of employees in carrying out their duties and jobs for which they are responsible, and if there is a decline in performance, efforts must be made to find the causative factors, then find solutions to the problem so that it does not become protracted which can hamper the achievement of goals. Performance is the result of a person's overall success during a certain period in carrying out a task compared to various possibilities such as work standards, targets or goals that have been determined by the company(Masudin et al., 2020). Performance or work performance is the result of work in quality and quantity achieved by an employee in carrying out his duties in accordance with the responsibilities assigned to him. A person's performance is a combination of abilities, effort and opportunities that can be assessed from the results of his work(Yama et al., 2019).

In addition to the human resource factor which greatly influences company performance, the role of the leader is one of the factors in influencing the performance of human resources. Leadership is very important in a company because it becomes a role model in a company and is very necessary to increase the company's competitiveness in a sustainable manner(Ferreras Méndez et al., 2017). Leadership is the ability to influence groups towards achieving goals. Leadership is the ability to influence groups towards achieving goals, where good leaders will be able to channel their optimism and knowledge so that their employees can carry out their duties properly(Platonova & Tulupieva, 2020). A leader must have the ability to motivate others to do something according to common goals, in other words every leader must show a good example because employees always highlight their leader(Yeganegi & Zadeh, 2020).

Another factor that can improve employee performance apart from leadership is compensation. Compensation is an award for employee work performance(Law, 2016).

Compensation is everything that employees receive in the form of salaries, wages, incentives, bonuses, premiums, medical treatment, insurance, and other similar items that are paid directly by the company. Compensation is an important factor and a concern for many organizations in maintaining and attracting quality human resources. Compensation is important for employees as individuals because the amount of compensation reflects the size of their work among the employees themselves, their families and the community(Ingsih et al., 2017). Compensation is often also called an award and can be defined as any form of award given to employees as remuneration for their contribution to the organization(Hartati, 2020).

Another cause that affects performance is work motivation. Motivation is the willingnessof individuals to make high efforts to achieve organizational goals(Parijat & Bagga, 2014). Motivation has characteristics that cannot be separated from human nature which individually have different characteristics from one another. Work motivation is needed by employees to improve performance(Efendi et al., 2020). Motivation given can be in the form of rewards if employees excel(Chelazzi et al., 2013), providing appropriate incentives according to applicable standards(Oustric et al., 2020). With work motivation, it will greatly affect an employee's psychology, because with work motivation, employees will be motivated and self-confidence will arise which will lead to a spirit of work. Work motivation that grows from within high employees will increase performance and job satisfaction in completing a job(Green & Heywood, 2008). In addition, work motivation can arise from other people, motivation can arise from colleagues, or it can also arise from their superiors and even from their subordinates(Abuhashesh et al., 2019). The higher the work motivation of the employees in completing their work, the higher the employee's performance and satisfaction(Paais & Pattiruhu, 2020).

In an organization, in achieving company goals, solid teamwork is needed so that it makes it easier for the company to achieve predetermined company goals. Teamwork is a form of group work with complementary skills and is committed to achieving pre-agreed targets to achieve common goals effectively and efficiently(Mariana, 2016). Teamwork is a group whose individual efforts produce higher performance than the number of individual inputs. It must be realized that cooperation is the amalgamation of various persons into one person to achieve common goals. These goals are not personal goals, nor are the goals of the team leader, nor are the goals of the most popular person on the team. If one of the players plays the wrong

instrument, it will cause disharmony. Teamwork will be successful only if they can eliminate competition and concentrate on differences of opinion. It can be synthesized that teamwork is a group of people with different abilities, talents, experiences and backgrounds who come together to achieve one goal in one or more activities(Holtz et al., 2020). The indicators are seen in cooperation, one-way goals, dialogue, delegation and organization(Barakat Abuashour & Hassan, 2019).

Furthermore, to determine the variables that can affect employee performance, the researcher uses the reseach gap to strengthen the variables that are used as reasons for determining the following research variables. The research gap is attached which is used as a support in determining the variables that affect employee performance. According to Vipraprastha et al., (2018), Chen et al., (2018), Rao & Kareem Abdul, (2015), Jamal et al., (2021) leadership has a negative effect on performance, whereas according to research of Yunarsih et al., (2020), Pratomo & Arifin, (2020), Wahidin et al., (2020)research of shows leadership has a positive effect on performance.

According to Cheng et al., (2015), Anthonia. N et al., (2019),J. Chen et al., (2019) research shows that compensation has a negative effect on performance, whereas according to Syahreza et al., (2017), Sudiardhita et al., (2018), Candradewi & Dewi, (2019), Brasilio & Tridayanti, (2020) findings that compensation has a positive effect on performance.

According to Jusmin et al., (2016), Lubis, (2019),Yuniawan et al., (2020)research findings shows work motivation has a negative effect on performance, whereas according othersresearchsshows work motivation has a positive effect on performance(Agung et al., 2020; Purwanto, 2020; andIrwan et al., 2020).

Based on research of Hoegl & Parboteeah, (2007), Bäker & Pull, (2017), Ibrahim et al., (2019) shows that teamwork has a negative effect on performance, whereas according to othersresearchsshows teamwork has a positive effect on performance(I. Ahmad & Manzoor, 2017; and Nurhayati et al., 2018).

Based on the research phenomenon that is explained on each of each variable and is strengthened by the research gap conducted in previous studies, it shows inconsistent results for each variable in influencing employee performance. It is necessary to develop further research in solving these problems, to describe whether through leadership, compensation, motivation and teamwork can improve human resource performance again. So that researchers are interested in

examining models of improving employee performance through leadership, compensation, motivation and teamwork at halal food industry companies in Indonesia, a case study from X halal food company.

MATERIAL AND METHODOLOGY

The dependent variable in this study is employee performance (Y). The independent variables in this study are leadership (X^1), Compensation (X^2), Motivation (X^3), Teamwork (X^4).

In this study, the population is all employees of the Halal Food Industry at PT. X (X halal food company) as many as 161 people. Sampling in this study using census sampling technique. Because census sampling or saturated sampling is a sampling technique involving all members of the population.

The primary data of this research comes from the results of field observations and data about respondents. Then the secondary data in this study comes from theoretical literature, literature, previous research, books that are related to research variables and so on. Data collection methods used were observation, questionnaires, and literature study.

The method of analysis is carried out by means of validity testing, reliability testing, classical assumption test, test, heteroscedasticity test, multicollinearity test, and multiple linear regression. Testing the hypothesis in this study using multiple regression analysis, namely t test (t statistic), F test (goodness of fit model), and test the coefficient of determination (R^2).

Statistical Analysis

Statistical analysis in this study used the Statistical Package for Social Science (SPSS) software. Questionnaire data that has been given to employees is determined by a Likert scale. Each question that has been made will be measured using 5 scales which have different weights. In determining the scale, a measurement scale or scale range is used. The scale range is used to measure the length and shortness of the intervals in the measuring instrument, so that the measuring tool is used in measuring the results of quantitative data (Sugiyono, 2018).

The method of analysis is carried out by means of validity testing, reliability testing, classical assumption test, test, heteroscedasticity test, multicollinearity test, and multiple linear regression. Validity test is done by comparing the corrected item-total correlation value with r table. If the corrected item-total correlation value is greater than r table and the value is positive, then the data is declared valid. Reliability test to measure reliability is Alpha Cronbach (α).

According to Ghozali (2013), a variable is said to be reliable or unreliable if the Cronbach Alpha results> 0.60=reliable and the Cronbach Alpha results <0.60=unreliable. The classic assumption test is used to get a good regression model. The normality test in this study was detected using the Kolmogrov Smirnov test. The basis for the decision making for the Kolmogorov-Smirov (K-S) test is that if the Kolmogorov-Smirov significance value is greater than 0.05, the residual data is normally distributed. On the other hand, the Kolmogorov-Smirnov significance is less than 0.05, so the residual data is abnormally distributed Ghozali (2013). Heteroscedasticity test in research using the Glejser test. The basis for decision making in the Heteroscedasticity Test is that if the significance value is greater than 0.05, the conclusion is that heteroscedasticity does not occur and if the significance value is smaller than 0.05, the conclusion is heteroscedasticity occurs. The multicollinearity test is carried out by looking at the tolerance value and Variance Inflation Factor (VIF) from the results of the analysis using the Statistical Package for Social Science (SPSS). If the Tolerance value ≥ 0.1 and the VIF value ≤ 10, it can be concluded that there is no multicollinearity between variables in the regression model Ghozali (2013).

Testing the hypothesis in this study using multiple regression analysis, namely t test (t statistic), F test (goodness of fit model), and test the coefficient of determination (R^2). Multiple linear regression analysis is used to find the regression equation or the influence between leadership (X_1), compensation (X_2) motivation (X_3) and teamwork (X_4) together on employee performance (Y). The formula used is Ghozali (2013): $Y = a + b_1X_1 + b_2X_2 + b_3X_3 + b_4X_4 + e$.

Testing the hypothesis in this study with multiple regression analysis, namely the t test is used to test each independent variable with the dependent variable. While the F test is used to test all dependent variables with independent variables. The criteria for testing the goodness of fit model (statistic F) in this study are the 5% significance level used and the 5% significance level used. Based on the background previously described, the hypotheses of this study are:

1. Does the idea of leadership have a significant effect on employee performance in the X halal food company in Indonesia?
2. Does the idea of compensation have a significant effect on employee performance in the X halal food company in Indonesia?
3. Does the idea of motivation have a significant effect on employee performance in the X halal food company in Indonesia?

4. Does the idea of teamwork have a significant effect on employee performance in the X halal food company in Indonesia?

RESULTS AND DISCUSSION

Characteristics of X halal food company Employees

The general description of respondents or characteristics of X halal food company employees in this study can be described in the following table:

Table 1 Descriptive statistics of X halal food company employees

Characteristics	Frequency	Percentage (%)
Questionnaire Distribution		
Distributed questionnaires	161	100
Brokenquestionnaires	23	14.28
Acceptedquestionnaires	161	100
Processed questionnaires	133	82.60
Gender		
Male	84	63.16
Female	49	36.84
Age (year)		
18-21	34	25.56
22-25	44	33.08
26-29	21	15.78
30-33	12	9.02
34-37	7	5.26
38-41	4	3.00
42-45	7	5.26
46-49	4	3.00
Marital Status		
Single	102	76.69
Married	31	23.31
Education		

High school	114	85.72
Bachelor	19	14.28
Years of service (mounth)		
1-20	10	7.51
21-39	36	27.06
40-59	18	13.53
60-79	20	15.03
80-99	13	9.77
100-119	14	10.52
120-139	17	12.78
140-159	5	3.75

Table 2 The results of multiple regression analysis

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
	B	Std. Error	Beta			Tolerance	VIF
(Constant)	,998	,173		5,771	,000		
Leadership	,108	,053	,169	2,049	,043	,304	3,290
1 Compensation	,162	,045	,265	3,566	,001	,375	2,663
Motivation	,175	,061	,206	2,878	,005	,405	2,469
Teamwork	,322	,088	,325	3,651	,000	,262	3,820

Questionnaires distributed to respondents with a total of 161 questionnaires returned entirely. With 28 damaged questionnaires and 133 questionnaires processed. Then processed using Microsoft Excel and SPSS 21 software.

Based on the data above, it is known that in this study the majority were men as much as 63% and women as much as 39%. The description of respondents based on age can be seen that the largest respondents in this study were aged between 22-25 years, while respondents aged 18-21 years were 34 people, and the average respondent in this study was under 30 years old. The description of respondents based on marital status can be seen that most of the respondents in this study were not married, and the rest were married. The description of

respondents based on education can be seen that most of the respondents in this study had high school education. Respondents based on marital status note that most of the respondents in this study had a working period of less than 5 years, and the rest were between 6 years and 13 years.

Based on figure 2 above, the halal industry stakeholders in Indonesia consist of 1) the government that accepts applications for halal certification and issuance of halal certificates; 2) Halal Inspection Agency (LPH) that carries out inspection and / or testing activities for the halalness of products; 3) Indonesian Council of Ulama (MUI) which stipulates the fatwa of halal products; and 4) Business actors who carry out business activities in the territory of Indonesia and are required to implement and maintain consistency in the implementation of the halal guarantee system.

Identification of Improving Employee Performance in X halal food company

Based on the results of the validity test on the question indicator, all variables have a value of r count> r table at a significance level of 5% of 0.170 with a sample size of 133.Based on the results of the reliability test, the results show that the Cronbach Alpha value of each variable is more than 0.6 so that it can be stated reliable. Based on the results of the normality test using the One Sample Kolmogorov Smirnov Test, the residual value of the Asymp Sig (2-tailed) model is 0.491> 0.05. This means that the data is normally distributed.

In the results of the data above, it can be seen if all variables have a VIF value ≤ 10 and a tolerance value ≥ 0.1. This shows that all research variables of leadership, compensation, motivation and teamwork do not show any multicolored symptoms from the regression model.

It can be seen from the table above that after the heteroscedasticity test was carried out using the Glacier test, from the results of the glacier test the significance probability was above the 5% or 0.05 confidence level in all variables. So that the regression model is feasible to use in testing.It can be seen from the results of the validity test on the question indicator, all variables have a value of r count> r table at a significance level of 5% of 0.170 with a sample size of 133.

Based on the results of the reliability test, it was found that the Cronbach Alpha value of each variable was more than 0.6 so that it could be declared reliable.

Classical Assumption Test and Normality

Based on the results of the normality test using the One Sample Kolmogorov Smirnov Test, the residual value of the Asymp Sig (2-tailed) model is 0.491> 0.05. This means that the data is normally distributed.

Multicollinearity Test

In the results of the data above, it can be seen if all variables have a VIF value ≤ 10 and a tolerance value ≥ 0.1. This shows that all research variables of leadership, compensation, motivation and teamwork do not show any multicolored symptoms from the regression model.

Heteroscedasticity Test

It can be seen from the table above that after the heteroscedasticity test was carried out using the Glacier test, from the results of the glacier test the significance probability was above the 5% or 0.05 confidence level in all variables. So that the regression model is feasible to use in testing.

The results of multiple regression analysis can be interpreted as follows:

- The regression coefficient of the leadership variable is 0.169. A positive value indicates that if there is an increase in the leadership variable, it will be followed by an increase in the employee performance variable.

- The regression coefficient of the compensation variable is 0.265. A positive value if there is an increase in the compensation variable will be followed by an increase in the employee performance variable.

- The regression coefficient of the motivation variable is 0.206. A positive value indicates that if there is an increase in the motivation variable, it will be followed by an increase in the employee performance variable.

Model Test-Coefficient of Determination (R2)

Adjust R Square value of 0.734, which means that 73% of the variables of employee performance can be explained or influenced by the variables of leadership, compensation, motivation, team performance. While the remaining 27% is explained by other variables not examined by the researcher.

F test

It can be seen based on the table above the calculated f value of 88.421 and a

significant probability value of 0.000 below the critical value of 0.05. This means that the independent variable affects the dependent variable.

Hypothesis Test (t test)

Based on the data in the table above, it can be seen that the significance value of each independent variable can be seen in the Sig column, so that the hypothesis test is as follows:

- The leadership sig value is 0.043 <0.05, then H1 is accepted, that is, leadership has a positive and significant effect on employee performance.

- The sig value of compensation is 0.001 <0.05, then H2 is accepted, that is, leadership has a positive and significant effect on employee performance.

- The sig motivation value is 0.005 <0.05, then H3 is accepted, that is, motivation has a positive and significant effect on employee performance.

- The sig value of teamwork is 0,000 <0.05, then H4 is accepted, that is, teamwork has a positive and significant effect on employee performance.

The first hypothesis: The Influence of Leadership on Employee Performance of X halal food company in Indonesia. The regression coefficient of the leadership variable can be obtained a significant positive value of 0.043 <0.05. This shows that the first hypothesis, namely leadership in this study is accepted, which means that leadership has a significant effect on employee performance.

This means that leadership has an effect on improving employee performance, the better the leadership that the company provides to employees includes being fair to all employees without any element of differentiating between employees, the leadership is able to provide direction to employees in carrying out their work, besides that the leadership also provides a sense of trust. and full freedom for employees to make decisions, it can have an impact on increasing employee performance.

The second hypothesis: The Effect of Compensation on Employee Performance in X halal food company in Indonesia. The regression coefficient of the compensation variable can be obtained a significant positive value of 0.001 <0.05. This shows that the second hypothesis, namely the compensation model in this study, is accepted, which means that compensation has a significant effect on employee performance.

This means that compensation has an effect on employee performance but the better the compensation provided by the company to its employees includes providing facilities that can

support their work, providing salaries according to the workload or position of these employees, getting good guarantees such as health insurance or security guarantees and giving them status. Permanent employees as well as providing compensation between old and new employees, the employee's performance will increase.

The third hypothesis: The Effect of Work Motivation on Employee Performance in X halal food company in Indonesia. The regression coefficient of the work motivation variable can be obtained a significant positive value of 0.005> 0.05. This shows that the third hypothesis, namely work motivation in this study is accepted, which means that work motivation has a significant effect on employee performance.

This means that the better the employee's motivation will have an impact on increasing performance. Increased employee motivation can be obtained from motivation within the employee himself or from the environment, whether the condition of the relationship between employees or employees with the company, so that employee performance will increase.

The fourth hypothesis: The Effect of Teamwork on Employee Performance of Halal Food X Companies in Indonesia. The regression coefficient of the teamwork variable variable can be obtained a significant positive value of 0.000 <0.05. This shows that the third hypothesis, namely teamwork in this study is accepted, which means that teamwork has a significant effect on employee performance.

This means that the better the employee teamwork includes mutual openness between employees or between employees and superiors in receiving input, each member can adjust well and quickly, all team members cooperate in solving a problem, and always establish good communication in carrying out work then it will have an impact on increasing performance.

Interpretation Analysis of the Effect of Predictor Variables on Employee Performance in X halal food company

This research is motivated by the reseach gap which is marked by differences in previous studies. The following discussion of the results of multiple linear regression can be seen from the results of multiple regression coefficients on the leadership variable, the regression results obtained and the t test is significant positive. This means that the better the leadership the company provides to employees, the impact on employee performance will be increased. Where to improve employee performance can be done by paying attention to other factors that can improve employee performance, among others, a leader will be fair to all employees without any element of

differentiating between employees, the leader is able to provide direction to employees in carrying out their work, besides that leadership also gives employees a sense of complete trust and freedom to make decisions.

The results of multiple regression coefficients on the compensation variable obtained regression results and the t test was significant positive. This means that the better the compensation the company provides to its employees, the better the employee's performance will be. Where to improve employee performance can be done by paying attention to compensation factors, among others, by providing facilities that can support the work, providing a salary according to the workload or position of the employee, getting a good guarantee of health insurance or security assurance.

The results of multiple regression coefficients on the work motivation variable obtained regression results and the t test was significant positive. This means that the better the employee's motivation will have an impact on increasing performance. Where employee motivation can be obtained from motivation within the employee himself or from the environment, whether the condition of the relationship between employees or employees with the company. To improve employee performance, it can be done by paying attention to motivational factors so that the company does not give the wrong motivation to employees. Motivation given by the company can be in the form of providing opportunities to improve career paths for employees, or by fulfilling employee work needs and providing training programs that can increase employee knowledge.

Based on the results of multiple regression coefficients on the variable teamwork, the regression results and the t test are significant positive. This means that the better the employee teamwork will have an impact on increasing performance. Where employee teamwork can be obtained from paying attention to the factors of teamwork, including mutual openness between employees or between employees and superiors in receiving input, each member can adjust well and quickly, all team members cooperate in solving a problem, and always establish good communication in carrying out work.

CONCLUSION

Based on the analysis of the research that has been carried out, it is found that several research results or findings, leadership has a significant positive effect on the performance of employees

of the Halal Food Industry in Indonesia, compensation, has a significant positive effect on the performance of employees of the Halal Food Industry in Indonesia. Motivation has a significant positive effect on employee performance in the halal food industry in Indonesia. Teamwork has a significant positive effect on employee performance in the halal food industry in Indonesia insight from X halal food company.

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