

EFFECT OF LEADERSHIP FUNCTION AND WORK MOTIVATION TOWARD EMPLOYEE PERFORMANCE IN THE ENVIRONMENT OF PT. SUBUR JAYA KARAWANG

Asep Jamaludin¹, Yudi Firmansyah², Fansuri Munawar³

***Abstract**---The achievement of an organization is greatly influenced by the individual performance of its employees. Low performance of subordinates is usually influenced by the low role of superiors in developing humane communication and provide learning to subordinates. And the lack of motivation from superiors to subordinates for discipline and not being lazy. Low employee morale, and reduce employee performance due to lack of motivation given and shown by superiors and work motivation that is rarely given by leaders. A superior's leadership function is very influential on employee performance in supporting the achievement of organizational goals. A superior in leading a formal organization must have a strong character in order to be able to lead his subordinates in the form of a good personality, intellectual and skills related to his field of expertise in order to build human resources, especially his subordinates. As mentioned by Saydam, 1996, every activity that starts with the stages of planning, organizing, actualizing, controlling and controlling all of these are all aimed at achieving the company's objectives in a planned manner.*

***Keywords**---Leadership, Motivation, Performance.*

I. PRELIMINARY

One of the main assets in an organization is human resources. Human resources in an organization can provide very high input in achieving organizational goals. An example of a real input of human resources in a company is the production process. Where when the company already has a strong financial, raw materials are met, and the latest technology but the absence of good human resources, the production process will not run smoothly.

People who are, innovative, intelligent, are used to thinking to move forward and are able to work with high enthusiasm in facing the advances of the times needed in increasingly fierce competition in the world of work. The success of achieving company goals is greatly influenced by the role and performance of its employees. Various companies, trying to improve the performance of all elements in the company with the aim of achieving the survival of the company.

As found in Bernardin 2001,143 in Sudarmanto 2009: 8 "performance is a record of the results produced (produced) for a particular job function or activities over a certain period of time. So that performance is a result achieved by someone

¹Lecturer of Management Study Program at Buana Perjuangan University, Karawang,
Email: asepjamaludin@ubpkarawang.ac.id

²Lecturer of the Pancasila and Citizenship Education Study Program, University of Buana Perjuangan Karawang,
Email: yudifirmansyah@ubpkarawang.ac.id

according to the applicable measurement for the work in question. Therefore, performance is not only concerned with personal characteristics addressed by someone, but the work that has been and will be done by someone".

In achieving its objectives, a company can be assured of obstacles and obstacles, including efforts to improve human resources. Because human resources is one of the elements or the biggest investment of a company that will determine the success of the company itself. Quality Human Resources must have high competence and skills that can advance the company. Therefore human resources are the dominant factor in the company.

Leadership Motivation Theory and performance

Performance is about doing work and the results achieved from the work. Performance is what is done and how to do it [Wibowo, 2017: 7]. Work motivation is a process of influencing or encouraging from outside towards a person or working group so that they want to carry out something that has been determined [Samsudin, 2010: 281]. The function of leadership becomes important in achieving organizational goals including leadership elements where leadership is an important factor in improving employee performance which makes one of the complementary factors, therefore for good achievement the leadership function is needed to be a parser of various attitudes and character of employees [Hasibuan, 2010: 108]. The achievement of organizational goals is only possible because of the efforts of the actors found in the organization of the institution or company. In this case there is actually a close relationship between individual performance and organizational performance. In other words, if the performance is good, it is likely that the company's performance is also good. An employee's performance will be good if he has high expertise, is willing to work because he is paid or is paid according to the agreement, has a better future hope.

II. RESEARCH METHODS

This research method uses descriptive verification method. Definition of descriptive methods according to Sugiyono (2013: 53), namely: "A problem statement regarding the question of the existence of an independent variable, whether only on one or more variables (the independent variable is a stand-alone variable, not an independent variable, because the independent variable is always paired with the dependent variable)."

According to Sugiyono (2013: 6) defines the verification method as follows: "Research methods through evidence to test the hypothesis of descriptive research results with statistical calculations so that the results of the evidence that shows the hypothesis is rejected or accepted."

Descriptive analysis uses a range of scales while verification uses Path analysis. In conducting this research. The author uses an instrument in the form of a questionnaire consisting of variables Leadership Function, Work Motivation and Employee Performance. From the existing population members the researchers determined the number of respondents as 67 respondents. In carrying out the filling out of the questionnaire the researcher was assisted by experienced surveyors. so that the officer can give a good and correct explanation. towards the intent and purpose of each question item given.

III. RESEARCH RESULT

Influence of Variables (X1) Leadership Function and (X2) Work Motivation (, towards (Y) Employee Performance can be seen in the table below:

Table 1. "The Effect of Leadership Function Variables and Work Motivation on Employee Performance"

| Variable | Beta coefficient | Direct Influence | Indirect Influence | Sub Total Influence |
|----------|------------------|------------------|--------------------|---------------------|
|----------|------------------|------------------|--------------------|---------------------|

| | | | | | |
|---------------------------|-------|-------|----------------|----------------|-------|
| | | | X ₁ | X ₂ | |
| Leadership Function | 0.586 | 0.343 | | 0.155 | 0.497 |
| Work motivation | 0.324 | 0.105 | 0.155 | | 0.260 |
| Total Influence | | | | | 0.757 |
| Effect of Other Variables | | | | | 0.243 |

Source: Researcher, 2019 (data processed from questionnaire results)

In the table above shows that the partial effect of the Leadership Function on Employee Performance is 0.498 which is equal to 49.8%. The partial influence of Work Motivation on Employee Performance is 0.260 which is 26.0%. The total simultaneous influence of the Leadership Function and Work Motivation on Employee Performance is 0.757 which is 75.7%. while the remaining 0.243, which is 24.3%, is the influence of other variables (ε) that are not examined.

Table 2. "The coefficient of determination
 Summary Model "

| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
|-------|-------------------|----------|-------------------|----------------------------|
| 1 | .870 ^a | .757 | .749 | 5.83529 |

a. Predictors: (Constant). Work motivation. Leadership Function

Source: Researcher, 2019 (data processed from questionnaire results)

Based on the table above shows that the coefficient of determination (R²) of 0.757 means 75.7%, it can be interpreted that the Leadership Function and Work Motivation have a contribution to Employee Performance of 75.7% while the remaining 24.3% is the contribution of other variables (ε) that are not examined.

Hypothesis test

Hypothesis Testing of Leadership Functions and Work Motivation is done using statistical tests. namely with the following formula Riduan, [2010: 139]:

Is known:

$r = 0.814$

$n = 67$

Then: $t = 11.3$

The value of the t value above is then compared with t table at an error rate of 5%. $db = n - 2 = 67 - 2 = 65$. we get t table 1.671. Thus it is known $t \text{ count } 11.3 > t \text{ table } 1.671$. then it can be interpreted that Ho is rejected, meaning that there is a significant relationship between the Leadership Function and Work Motivation.

Partial Influence Hypothesis

Hypothesis analysis has a partial effect between each independent variable on the dependent variable, namely:

The partial influence of leadership function on employee performance can be determined through statistical testing using the following hypotheses:

Hypothesis 1:

Ho: $\rho Yx1 = 0$ There is no influence of the Leadership Function on employee performance.

Ha: $\rho Yx1 \neq 0$ There is an influence of the Leadership Function on employee performance.

Test criteria: reject the hypothesis (Ho), if $t_{\text{arithmetic}} > t_{\text{table}}$

For the partial influence of the Leadership Function on Employee Performance with a significant level of 5%, degree of freedom (df) = (n-2) = 67-2 = 65 obtained T table = 1,671. Based on table 4.13 above, it shows that $t_{\text{arithmetic}} = 5,524$ and Sig. 0,000.

The partial influence of the Leadership Function on Employee Performance is shown in the table below:

Table 3. "Partial Influence of Leadership Functions on Performance"

| Structural | Sig. | α | t count | t table | Conclusion |
|----------------|-------|----------|---------|---------|-------------|
| $\rho Yx1 = 0$ | 0.000 | 0.05 | 5.524 | 1.671 | Ho rejected |

Source: Researcher, 2019 Data Processing Results

The table above shows that the significance value (0.000) <(0.05) and $t_{\text{arithmetic}} (5,524) > t_{\text{table}} (1,671)$. Thus the conclusion that the leadership function partially has a positive but significant effect on employee performance.

The influence of Work Motivation partially on Employee Performance can be known through statistical testing using the following hypotheses:

Hypothesis 2:

Ho: $\rho Yx2 = 0$ There is no influence of Work Motivation on Employee Performance

Ha: $\rho Yx2 \neq 0$ There is an influence of Work Motivation on Employee Performance

Test criteria: reject the hypothesis (Ho). if $t_{\text{arithmetic}} > t_{\text{table}}$

For the influence of Work Motivation partially on Employee Performance with a significant level of 5%. degree of freedom (df) = (n-2) = 67-2 = 65 obtained T table = 1.671. Based on table 4.13 above, it shows that $t_{\text{arithmetic}} = 3.056$ and Sig. 0.003.

The effect of Work Motivation partially on Employee Performance is shown in the table below:

Table 4. "Partial Effect of Work Motivation on Performance"

| Structural | Sig. | α | t count | t table | Conclusion |
|----------------|-------|----------|---------|---------|-------------|
| $\rho Yx1 = 0$ | 0.003 | 0.05 | 3.056 | 1.671 | Ho rejected |

Source: Researcher, 2019 Data Processing Results

The table above shows that the significance value (0.003) <(0.05) and $T_{\text{arithmetic}} (3.056) > T_{\text{table}} (1,671)$. Thus the conclusion that Work Motivation Partially has a Positive and Significant effect on Employee Performance.

The simultaneous influence of the Leadership and Work Motivation Functions on Employee Performance can be determined through statistical testing by using the following hypotheses:

Hypothesis 3:

Ho: $\rho Yx1x2 = 0$ There is no influence between the Leadership Function and Work Motivation simultaneously on Employee Performance.

Ha: $\rho Y_{x1x2} \neq 0$ There is an influence between the Leadership Function and Work Motivation simultaneously on Employee Performance.

Test criteria: Reject the hypothesis (Ho), if $f_{arithmetic} > f_{table}$.

For the influence of the Leadership Function and Work Motivation simultaneously (overall) on employee performance with a significant level (α) = 5% degree of freedom (df) = (n-2) = 67-2 = 65, obtained f_{table} 3.14 while f_{count} seen in the table below:

Table 5. "Results of Calculation of F Value

ANOVA^b"

| Model | Sum of Squares | df | Mean Square | F | Sig. |
|--------------|----------------|----|-------------|--------|-------------------|
| 1 Regression | 6791.224 | 2 | 3395.612 | 99.722 | .000 ^a |
| Residual | 2179.240 | 64 | 34.051 | | |
| Total | 8970.464 | 66 | | | |

a. Predictors: (Constant). Work motivation. Leadership Function

b. Dependent Variable: Employee Performance

Source: Researcher. 2018 Data Processing Results

Based on the table above, it shows that the f_{count} is 99,722 and Sig. 0,000. This can be interpreted that the Effect of the Leadership Function and Work Motivation simultaneously (overall) on Employee Performance is shown in the table below:

Table 6. "Simultaneous Effect of Leadership Function and Work Motivation on Employee Performance"

| Structural | Sig. | α | t count | t table | Conclusion |
|---------------------|-------|----------|---------|---------|-------------|
| $\rho Y_{x1x2} = 0$ | 0.000 | 0.05 | 99.722 | 3.14 | Ho rejected |

Source: Researcher. 2018 Data Processing Results

Table 4.19 above shows that the Sig. (0,000) $< (0.05)$ and $f_{arithmetic} (99,722) > f_{table} (3.14)$ then Ho is rejected. Thus Simultaneously the Leadership and Work Motivation Functions have a Positive and Significant effect on Employee Performance.

IV. CONCLUSION

The results of this study the Leadership Function variable shows that of the 16 questions, the Leadership Function variable at PT. Subur Jaya Karawang is still Good Enough, however it can be increased further to reach the Very Good category. The results of this study revealed that the variable Work Motivation showed that of the 15 questions, Work Motivation in the PT. Subur Jaya Karawang is still quite good, but there are still 4 indicators that are in the Good area, which is always happy to cooperate with others and has a desire to direct others. Based on the results of this study Employee Performance variables show that of the 19 questions, the results are Good Enough which means that Employee Performance within PT. Subur Jaya Karawang is still relatively Good. There is a positive and significant effect partially on the Leadership Function on Performance, which is based on the results of this research. The Leadership Function has a partially positive and significant influence on Employee Performance. There is a positive and significant influence partially

on Work Motivation on Employee Performance, based on the results of this research. has a positive and partially significant effect on Employee Performance.

V. SUGGESTION

The results of research conducted at PT. Subur Jaya Karawang, can be taken advice that is in an effort to improve the roles and functions of leaders at PT. Subur Jaya Karawang, the leader should provide opportunities for employees to provide input on effective work steps this is because with the input, the work done by employees will be better. in addition there is a need for direct monitoring of the leadership of subordinates, this can have a positive impact on employees so that it can trigger the motivation of employees themselves. Then in an effort to increase employee motivation, companies should provide flexibility for employees to provide input, especially regarding effective work steps. This will encourage the motivation of employees themselves because they better understand the technical aspects of work that are efficient and effective, in addition to the need for rules within the company that provide concessions for employees to always be active in determining the direction of organizational policy. This will have a positive impact because feedback from employees is one of the most important factors for employees to channel aspirations to the company. Finally, to improve employee performance is to re-evaluate company policies, especially regarding work rules that place a heavy burden on employees, in addition it also needs an evaluation carried out by each employee on the results of the work achieved.

REFERENCES

- [1] Wibowo. (2017). Work management. Fifth Edition. Depok: PT. Raja Grafindo Persada.
- [2] Samsudin, Sadili. 2010. Human Resource Management. Bandung: Loyal Reader
- [3] Hasibuan, Malayu. 2010. Human Resource Management. Jakarta: PT Bumi Aksara
- [4] Riduwan, 2010. Easy Learning Research for Teacher-Employees and Youth Researchers. Bandung: Alfabeta
- [5] Gouzali Saydam, 1996. Human Resources Management (Human Resources Management) A Micro Approach (In Question and Answer). Djambat, Jakarta.
- [6] Sugiyono, 2013, Quantitative, Qualitative, and R&D Research Methodology. (Bandung: ALFABETA)
- [7] Sudarmanto.2009. Performance and Competency Development of human resources. Yogyakarta: Student Library