

Effect of Leadership Style and Work Motivation on Employee Performance

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ABSTRACT

In empowering employees, it is hoped that there will be a balance between the rights and obligations of the company and employees that are adjusted to the capabilities possessed by the company and the capabilities of the employees themselves.

Employee performance will go up or down influenced by the leadership style and work motivation of employees so that this is the responsibility of all employees and existing leaders.

The population in this study were all employees in the company and were used as research samples.

The results of the study explain that leadership style has an effect on performance of 77.2%, the effect of work motivation on employee performance is 76.9% and 55.7% together.

KEYWORDS: Leadership Style, Work Motivation and Employee Performance

1. INTRODUCTION

To realize the company's goals in building its business for the long term, various things are done by the company so that what was the goal at the beginning of the activity can be achieved by the company.

The achievement of the company's goals is obtained by optimizing the potential that exists in the company, namely the potential resources owned by the company in carrying out its activities.

One of the potentials of the company is the existing human resources, namely employees who work in the company which must be managed and empowered properly so that they are able to work to realize the company's goals and employee goals.

In empowering employees, it is hoped that there will be a balance between the rights and obligations of the company and employees that are adjusted to the capabilities possessed by the company and the capabilities of the employees themselves.

With good employee empowerment, it will produce good employee performance as well as by looking at

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the company's progress for the future so that employee performance will continue to increase.

Many factors can improve employee performance, including: compensation, organizational climate, leadership style, human resource development policies, work motivation, training, employee orientation, awards, etc.

In carrying out the operational activities of a company that has many employees so that employee activities at work require supervision and guidance from a leader who is appointed to ensure that the achievement of employee performance can be achieved with satisfactory results for the company and for the employees themselves.

The leadership in the company is the head of the company who is given the authority and power to carry out the duties of the company owner to carry out company activities in achieving company goals, namely optimizing the company from company profits.

A leader must be able to realize the company's wishes by using existing resources in the company and specifically empowering employees in the company to be able to optimize all the potential possessed by employees in working at the company.

Leaders must be able to influence their employees to follow the orders given to their employees so that their employees want to work well in carrying out their jobs well to realize company goals.

Hasibuan, 2013, says that leadership is an activity to influence others or the art of influencing human behavior and group behavior.

Employees in the company are a group of people who work together with different behaviors so there must be a unified command from a leader to be followed by all existing employees.

In carrying out its functions, a leader has a leadership style that is different from that leadership style, so employees will follow the leader's orders with a happy heart or a unhappy heart.

A leader must apply a leadership style to manage his subordinates because a leader will greatly affect the success of the organization in achieving its goals. (Waridin and Bambang Gurtino, 2005).

Then another task of a leader must also be able to motivate employees so that employees with high enthusiasm can work voluntarily to realize the goals of the company and their goals.

Motivation is the urge that exists in every human being to want to do his job with pleasure which is driven from within himself or from an external impulse.

With a strong motivation from within itself, it produces a good work spirit because it is from within that human being that moves his mind and energy to want to do a good job without any coercion.

Sincerity and pleasure in the mind of employees will produce employee motivation to work in the company.

Leaders must always move the morale of their employees through guidance to their employees given by the leadership to their employees so that in the hearts of their employees a feeling is formed to want to follow orders from their superiors to work as well as possible.

This activity needs to be carried out by the company's leadership continuously so that it becomes a routine activity in the company to maintain high employee morale by providing motivation to its employees.

2. Formulation of the Problem.

With the provision of motivation and leadership style in accordance with the characteristics of employees, it will be able to improve the performance of its employees well so that it can generate increased profits for the company.

With the background that has been explained, it can be drawn the formulation of the following causal problem:

1. How much influence leadership style has on employee performance.
2. How much influence work motivation on employee performance.
3. How big is the influence of leadership style and employee motivation on company performance?

3. Research Objectives.

1. To find out how much influence leadership style has on employee performance.
2. To find out how much influence work motivation has on employee performance.
3. To find out how much influence leadership style and work motivation have on employee performance.

4. Research Benefits.

1. To be able to develop knowledge, especially in the field of human resource management.
2. To be useful for the company in managing employees in the company.
3. To be used by other researchers to conduct the same or almost the same research in other places.

5. Employee Performance.

In achieving company goals, it is very necessary to think about achieving company performance as a manifestation of company expectations in carrying out their activities.

Employees in the company must be managed properly and maintained properly because employees are company assets that generate maximum company profits.

Company leaders must always encourage their employees to improve their performance while working in the company.

According to Moehariono, 2016, said that employee performance or performance is a description of the level of achievement of the implementation of an activity program or policy in realizing the goals, objectives, vision and mission of the organization as outlined through the strategic planning of an organization.

In determining or measuring employee performance, there are several dimensions and indicators used which can be seen in table 1. (Moehariono, 2016)

Table 1 EMPLOYEE PERFORMANCE INDICATOR AND DIMENSION

Dimension	Indicator
Timely service	service
The skill level of employee is in accordance with the jobs duties	1. Skill 2. Tasks
The effectiveness of the financial reporting system	1. Effectiveness
Total sales turn over	1. Quantity 2. Turn over

6. Leadership Style.

Every company has a leader who will direct all activities that exist in the company in the success of the company's goals that have been planned since the company's inception.

In carrying out their duties, each leader has a different way through his leadership style which aims to influence his employees so that they want to carry out work with the influence possessed by the leader.

The leadership style of a leader will be accepted by employees when his leadership style can be accepted by employees so that employees will follow orders given by the leadership.

The appropriate leadership style will be able to affect the performance of employees for the better so that they can achieve the planned company profits.

Tjiptono, 2006, explains that leadership style is a way used by leaders in interacting with their subordinates.

According to James M. Black in Sadili Samsudin, 2016, leadership is the ability to convince and move others to want to work together under his leadership as a team to achieve certain goals.

There are several leadership indicators that can be seen in table 2:

Table 2 Dimensions and Indicators of Leadership Style

Dimension	Indicator
Authoritarian Leadership	A. Absolute authority is centered on the leader B. There is no opportunity for employees to make suggestion C. Decision always made by leadership
Delegative leadership	A. Leader delegate more authority to subordinates B. Most decision are made by subordinate C. Subordinates are free to submit suggestion and opinions
Participate Leadership	A. Leadership authority is not absolute B. Decision are made jointly between leaders and subordinate C. Many opportunity for subordinate to convey suggestion and opinion

Sources: Hasibuan 2016.

7. Work Motivation.

Companies must always motivate their employees so that with high awareness and enthusiasm, employees will be motivated to work well.

Motivation is an encouragement that comes from oneself to carry out activities or work within the company so that it will improve the performance of employees within the company to achieve its goals.

According to The Liang Lie in M. Manullang, 2017, motivation is the work done by a manager in providing inspiration, enthusiasm and encouragement to other people or employees to take action.

Then Sondang P. Siagian, 2016, said that work motivation is the driving force that causes an employee to be willing and willing to mobilize his abilities in energy and time skills to carry out various

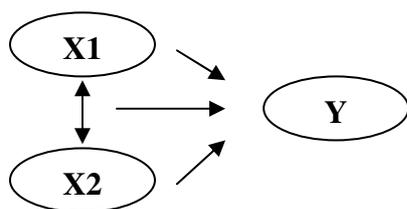
activities that are his responsibility in achieving predetermined company goals and objectives.

Indicators of work motivation are as follows:

1. The driving force is an instinct in the form of a driving force to move a person to behave in order to achieve goals in different ways from each individual based on their respective cultural backgrounds.
2. Willingness is the urge to do something because of stimulation/influence from outside such as other people or the environment.
3. Willingness is a form of approval at the request of the cloth person so that he/she grants the request without feeling compelled (sincere).
4. Forming Expertise, namely the process of creation or formation in changing one's skills in a particular field of knowledge.

5. Forming Skills, namely a person's ability to do something, forming skills not only include motor movements, but also mastery of cognitive mental functions.
6. Responsibility is a further consequence of the implementation of roles in the form of rights and obligations or powers.
7. Obligation is something that must be carried out on something that is charged to someone, for example in a particular field of work or task.
8. Objectives are statements about the desired state of affairs which the company intends to embody as a statement of future circumstances which the organization as a collectivity tries to bring about.

8. Frame Work for Thinking.



9. Previous Research.

The next step will be to collect research that has been done by researchers who are almost the same or the same as the research being carried out.

The previous research is as follows:

1. Bryan Johannes Tampi, 2014, where the results of his research explain that leadership style and work motivation have an effect on performance with a calculated F value of 63.7%.
2. Andi Saputra, 2014, explained the results of the study that there is an influence of leadership style and work motivation with a calculated F value of 36%.
3. Wandra Agus Cahyono, 2016, explained that leadership style and work motivation affect employee performance by 67, 14%.
4. Bryan Johannes Tampi, 2014, Explains that leadership style has an effect on employee performance by T count 2.098.
5. Delfy Ramadhany, 2017, explained that leadership style has an influence on employee performance by 29.8% at PDAM Kota Samarinda.
6. Aidil Amin Efendy, Juwita Ramadani Fitria, 2020, explained that there is an influence of leadership style, motivation and work discipline on employee performance by 46%.

10. Premise.

The premise is the logical basis for the formation of a hypothesis which is supported by theories, frameworks of thought and previous research.

The premise in this research is as follows:

Premise 1

Bryan Johannes Tampi, 2014, where the results of his research explain that leadership style and work motivation have an effect on performance with a calculated F value of 63.7%.

Premise 2

Andi Saputra, 2014, explained the results of the study that there was an influence of leadership style and work motivation with a calculated F value of 36%.

Premise 3

Wandra Agus Cahyono, 2016, explained that leadership style and work motivation affect employee performance by 67, 14%.

Premise 4

Bryan Johannes Tampi, 2014, Explains that leadership style has an effect on employee performance by T count 2,098.

Premise 5

Delfy Ramadhany, 2017, explained that leadership style has an influence on employee performance by 29.8% at PDAM Kota Samarinda.

Premise 6

Aidil Amin Efendy, Juwita Ramadani Fitria, 2020, explained that there is an influence of leadership style, motivation and work discipline on employee performance by 46%.

11. Hypothesis.

1. There is an influence of leadership style on employee performance.
2. There is an effect of work motivation on employee performance.
3. There is an influence of leadership style and work motivation on employee performance.

12. Research Object and Research Time.

The object of research is PT. Lestari Makmur which is located on Jalan Martapura, Patumbak Village, Deli Serdang, while the research time is from June to August 2021.

13. Population and Sample.

The population in this study are all employees at PT. Lestari Makmur, totaling 28 people and as a whole were also used as samples.

14. Analysis and Evaluation.

14.1. The Influence of Leadership Style on Employee Performance.

Theoretically it can be explained that leadership style can have an influence on employee performance where this leadership style will be able to influence employee attitudes to work.

When the leadership style applied is very appropriate to the characteristics of its employees, the leadership style possessed by the leader will increase employee performance because employees feel compelled to carry out work with enthusiasm.

Based on the phenomena that exist in the company and data collection on respondents at the company can be explained that the results of calculations carried out using SPSS can be explained that the influence of leadership style on employee performance is 0.772 or 77.2% of the calculated T value of 0.772.

With these results it can be explained that the leadership style in the company is very good because it can move employee performance well.

14.2. The Effect of Work Motivation on Employee Performance.

Motivation can simply be explained that the impetus that arises from a person who can increase his morale through employee work motivation.

Companies must always try to provide guidance and direction to employees to form employee morale and provide awards as a form of appreciation generated by employees for their work performance.

The results of data processing with SPSS can be explained that the effect of work motivation on performance is 0.769 or 76.9% which can be seen from the T count of 0.769.

14.3. The Influence of Leadership Style and Work Motivation on Employee Performance.

Then together the influence of leadership style and work motivation affect employee performance where this can be seen from the results of data processing using SPSS that the magnitude of the influence of leadership style and work motivation on employee performance is 0.557 or 55.7% where this can be seen from the results of SPSS where F count is 0.557.

This is supported by Dessler, 2006, saying that employee performance is an employee's work performance, namely the comparison between the work that is seen in real terms with the work standards that have been set.

15. Conclusions and Suggestions.

15.1. Conclusion

1. The influence of leadership style on employee performance is 77.2% where this explains that the leadership style applied by the leader is in accordance with the characteristics of the

employee so that it can provide good work morale.

2. The effect of work motivation on employee performance is 76, 9% where this explains that employee work motivation is quite good which contributes to employee performance
3. Taken together that the influence of leadership style and employee motivation affect employee performance where the results of SPSS explain that the influence of leadership style and work motivation affect employee performance by 55.7%.

15.2. Suggestion.

1. Even though the leadership style is good, in the future the company's leadership must maintain the existing leadership style or even improve it again to provide good performance.
2. Work motivation has also had an influence on employee performance, but in the future it is also necessary for the company to give more enthusiasm to work and provide other forms of appreciation to employees.

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