

Effect of Leadership, Work Motivation and Compensation on Employee Performance at PT. Source of Alfaria Tri Jaya Tbk Medan Branch

HD. Melva Sitanggang, Aleks Calvin Lase

Universitas Prima Indonesia, Sekolah Tinggi Ilmu Ekonomi LMII, Sumatera Utara, Indonesia

ABSTRACT

In a company, every leader has leadership values that can influence their subordinates to follow the orders of their leaders so that they can improve performance.

Then work motivation will have an influence on the performance of the leader so that the leader must always motivate subordinates to work well.

Every employee will work well when he gets a work award in the form of compensation for working for each company.

The research was conducted at PT. Sumber Alfaria Trijaya Tbk Medan Branch and the respondents are employees who work for the company.

The results of the study explain that leadership has an effect on performance of 0.34 or 34%, motivation has an effect of 14.92% on performance, and compensation has an effect on performance where t count 7.153 > t table 0.254 and simultaneously leadership, motivation and compensation have an effect on performance where F count 47.876 > F table 1.424.

KEYWORDS: Leadership, Motivation, Compensation and Performance

1. BACKGROUND

Every company demands its employees to make a better contribution in order to achieve the goals set by the company, and in the era of globalization that is increasingly sophisticated and makes every company increasingly improve the quality of its company both in terms of company development in the face of increasingly modern and quality competitors. employees who must be competent in carrying out the duties and responsibilities required by the company.

In ensuring the success of a company is strongly influenced by human resources, because human resources are an important asset also in the development of the company. In today's global era, highly skilled and competitive human resources are needed. Given the importance of the role of human resources as the driving force of the organization, organizations need to manage them as well as possible because the key to success is not only in technological superiority and the availability of capital, but humans are the most important factor so

that productive, integrity, quality human resources are needed and loyal are believed to be able to plan, implement, and control the existing organization.

The existence of human resources who are educated, skilled, disciplined, diligent and willing to work hard has succeeded in achieving enormous progress. Quality human resources are resources who have high leadership and are able to carry out their duties well in organizations and as employees

PT. Sumber Alfaria Trijaya Tbk Medan branch has tried to improve the leadership role among employees as a form of evaluation to improve employee performance in the organization. Employee performance that always increases will have a positive impact to support good work results. The existence of a good leadership role linkage can have a positive impact on the performance of employees in the organization. High employee performance is one of the competitive advantages for Alfamart Medan branch, especially the Medan Timur branch.

How to cite this paper: HD. Melva Sitanggang | Aleks Calvin Lase "Effect of Leadership, Work Motivation and Compensation on Employee Performance at PT. Source of Alfaria Tri Jaya Tbk Medan Branch" Published in International Journal of Trend in Scientific Research and Development (ijtsrd), ISSN: 2456-6470, Volume-6 | Issue-5, August 2022, pp.1162-1167, URL: www.ijtsrd.com/papers/ijtsrd50616.pdf



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Employee performance is one of the main factors that affect the progress of the company. The higher or better the employee's performance, the company's goals will be more easily achieved, and vice versa if the employee's performance is low, it is not good. Performance is something that cannot be separated from the company. Support from management in the form of direction, support for resources such as; the provision of adequate equipment as a means to facilitate the achievement of the objectives to be achieved in mentoring, guidance, training, and development will further facilitate objective performance assessments.

Employee performance in an organization can be described from the discipline that exists in every employee, because discipline such as arriving on time makes employees have enough time to complete their work, and conversely, employee delays in coming to work are an indication that a job will be delayed in completion, and affect the achievement of overall performance in an organization.

According to Irham Fahmi (2018:176), performance is the result obtained by an organization, whether the organization is profit-oriented and non-profit-oriented, which is produced over a period of time.

According to Syaifuddin (2018: 62), performance is the implementation of a job and the completion of the work in accordance with responsibilities so that it can achieve results as expected.

Meanwhile, according to Irham Fahmi (2018:176), performance is the result obtained by an organization, whether the organization is profit oriented and non-profit oriented, which is produced during one period.

Employee performance is highly dependent on high human resources and good morals. In increasing work productivity, an employee does a good job because the employee sees the leader's performance as good and is supported by such as getting a good salary and bonus or reward, discipline, honesty and a pleasant work environment for employees as well as other factors such as leadership, motivation, and quality of service and good performance followed by high integrity.

Every company definitely needs a leader or manager (leader) who will maintain the good name of the company through leadership to its employees in carrying out company values. The leader or manager is a determining factor in the success or failure of an organization and business both in terms of the private business world and in state government, and others, the quality of the leader determines the success of the company or organization.

Because a successful leader or manager is able to manage the organization and can constructively influence others and show the right way and behavior that must be done together.

Leadership is the ability, process and art of influencing other people or groups of people to have the will to achieve organizational goals according to Prof. Badeni (2013), so that an organization needs a leader to be able to direct and there is someone who can motivate employees in carrying out their duties and responsibilities as an employee. Alfamart prepares its best employees in every Alfamart outlet or store who has undergone an assessment process for two years in a contract with it in the third year for employees who are categorized as leaders in outlets or in stores who will become permanent employees and have the authority to regulate and direct employees others to contribute to provide the best for the company.

A good leader is able to build his team to achieve a predetermined target. If the target is not achieved, it is likely that the leader is not using his control function as a leader. This may also be caused by a lack of communication between employees and the team which can affect employee performance. The motivation of a leader is very necessary in providing enthusiasm in carrying out and completing work. In decision making, leaders are required to play an active role because every decision taken can determine the success of achieving goals. With persistent effort, a leader can help build enthusiasm to achieve good performance.

According to Howard H. Hoyt in Kartini Kartono (2014: 57), which says that leadership is the art of influencing human behavior, the ability to guide people.

According to Irham Fahmi (2017: 15), which says that leadership is a science that studies comprehensively about how to direct, influence, and supervise others to do tasks in accordance with the planned orders.

Motivation is a trigger tool for someone in doing something or in achieving a target, it must be followed by motivation, without sufficient motivation in work it will certainly affect performance. For this reason, a leader in a team or organization is able to provide good motivation to his employees to be even more enthusiastic at work. For example, giving targets to employees and will get some rewards if they reach these targets, automatically the employees concerned will be even more enthusiastic at work.

Good motivation can affect a person's performance, both from the leader, the work environment, salaries

and rewards that exist in the company are able to increase the performance and work productivity of an employee. This is in accordance with the results of research from Togu Harlen Lbn. Raja (2019) which explains that motivation affects work productivity by 0.544 or 54.4%.

According to Wibowo (2017: 322), who says that motivation is an encouragement to a series of processes of human behavior in achieving goals, and that motivation contains elements of generating, directing, maintaining, showing intensity, being continuous and having a purpose. Motivation is a very important thing for Alfamart Medan branch to pay attention to.

This problem certainly requires leadership motivation towards subordinates, to create a sense of responsibility in order to be able to complete work on time, where the leader must know the condition of the quality of discipline that exists in each employee. If you want every employee to be able to give positive results to the achievement of goals, because by motivating an employee will have high morale in carrying out the tasks and responsibilities given. Motivation causes and supports human behavior so that they want to work hard and enthusiastically in achieving optimal results in an agency or company.

In addition to motivation, compensation is a variable that can affect employee performance, giving the right compensation will have a positive effect on employees because it cannot be denied that compensation is the main goal of most employees who work in a company. According to Melayu Hasibuan (2016: 117), compensation is an expense and expense for the company. The company expects that the compensation paid to obtain work performance rewards is greater than the employees.

According to William B. Werther and Keith Davis in Hasibuan (2019), compensation is what a worker receives in return for the work given, either hourly wages or periodic salaries designed and managed by the personnel department.

The phenomenon that occurs in the company that employee performance has decreased, the decline in performance is due to a lack of leadership, motivation and compensation given to each employee, thus affecting the decline in employee performance, so that with the phenomenon mentioned above, the authors are interested in raising this theme with choose the title: The Influence of Leadership, Work Motivation and Compensation on Employee Performance at PT. Sumber Alfaria Trijaya Tbk Medan Branch.

2. Formulation of the Problem

Every scientific work must have a problem formulation that will be the main material that will be discussed in the scientific work. Based on the formulation of the problem above which has been described by the author, the author explains the problem as the basis for research at PT. Sumber Alfaria Trijaya Tbk. Medan Branch are as follows:

1. How big is the influence of leadership on employee performance at PT. Sumber Alfaria Trijaya Tbk Medan Branch?
2. How big is the influence of work motivation on employee performance at PT. Sumber Alfaria Trijaya Tbk Medan Branch?
3. How big is the effect of compensation on employee performance at PT. Sumber Alfaria Trijaya Tbk Medan Branch?
4. How big is the influence of leadership, motivation and compensation on employee performance at PT. Sumber Alfaria Trijaya Tbk Medan Branch?

3. Research Purposes

The purpose is to find out something we want and can get the answers we want, based on the problem formulation above. The objectives of this research are as follows:

1. To find out how much influence leadership has on employee performance at PT. Sumber Alfaria Trijaya Tbk Medan Branch.
2. To find out how much influence motivation has on employee performance at PT. Sumber Alfaria Trijaya Tbk Medan Branch.
3. To find out how much influence compensation has on employee performance at PT. Sumber Alfaria Trijaya Tbk Medan Branch.
4. To find out how much influence leadership, work motivation and compensation have on employee performance at PT. Sumber Alfaria Trijaya Tbk Medan Branch.

4. Benefits of Research

A writer of scientific work certainly wants his work to be useful for anyone who needs to be used as a source of information or reference. In this study, it is hoped that the results of this study can be useful for various parties, namely:

1. For the author. Of course, for me as a writer, it is to add new insights in thinking and applying the knowledge gained in college with real conditions in the field.
2. For the company. The author hopes that the results of this research can be a reference material

for company leaders in leading and directing employees, especially PT. Sumber Alfaria Trijaya Tbk Medan Branch.

3. For Other Parties. Of course, the author also hopes that this scientific work can be useful for other parties, namely it can be used as reference material for conducting further research with the same title as the research and can enrich knowledge, especially those related to leadership, motivation and compensation.

5. Research Methodology

The research method used in this study is a quantitative method with an associative approach which aims to determine the relationship between two or more variables. According to Sugiono (2010). The independent variables in this study are leadership (X1), work motivation (X2) and compensation (X3) and the dependent variable is employee performance (Y).

6. Research Results And Discussion

PT. Sumber Alfaria Trijaya Tbk or Alfamart is a minimarket brand providing daily necessities by PT. Sumber Alfaria Trijaya, Tbk. In 1989 was the beginning of the establishment of Alfamart, with the start of the cigarette and consumer goods trading business by DJOKO SUSANTO and his family which then the majority of ownership was sold to PT. HM Sampoerna in 1989. In 1994 the ownership structure changed to (70%) owned by PT. HM Sampoerna Tbk and (30%) owned by PT. Sigmantara Alfindo (family of Djoko Susanto)

PT. Alfa Minimart Utama (Amu) was founded on July 27, 1999, with PT. Alfa Minimart Utama (Amu) as many as 51% shareholders and PT. Lancar Distrindo (49%), PT. Alfa Minimart Utama (Amu). then opened Alfa Minimart on October 18, 1999 located on Jalan Beringin Raya, Karawaci. Tangerang. On July 27, 2002, PT HM Sampoerna Tbk officially restructured its shareholding in PT. Alfa Retailindo which was originally (54.40%) reduced to (23.4%). which has not been explored through alpha.

On August 1, 2002, ownership was transferred to PT. Sumber Alfaria Trijaya with shareholders of PT. HM Sampoerna, Tbk of (70%) and Sigmantara Alfindo of (30%) then the name Alfa Minimart was changed to Alfamart on January 1, 2003. In 2005 the number of Alfamart outlets grew rapidly to 1,293 outlets in just one year. 6 years all shops are on the island of Java.

In early 2006 PT.HM Sampoerna, Tbk sold its shares, so the ownership structure became PT. Sigmantara Alfindo (60%) and PT. Cakrawala Mulia Prima (40%) received the ISO9001:2000 certificate for the quality management system". Mid 2007 Alfamart, as the first

minimarket in Indonesia to obtain ISO 9001:2000 certificate for quality management system. The number of outlets has reached 2000 stores and has entered the Lampung market. In early 2009 it became a public company on January 15, 2009 on the Indonesian stock exchange accompanied by the addition of the number of outlets reaching 3000 stores and also entering the Bali market and until now Alfamart outlets continue to grow throughout Indonesia.

7. Conclusion

Based on the results of the previous presentation and discussion as well as data processing that has been carried out in this study, the conclusions obtained from the research are as follows:

1. Based on the test results The results of the analysis show that in the table of coefficients for the regression coefficient of the leadership variable (X1), the t-count value is 0.34, meaning that partially there is less influence on the Employee Performance variable (Y). According to Guilford in Togu Harlen Lbn Raja (2006), Correlation relationship there are five categories of interpretation of the level of correlation between variables in the following table.
2. Based on the analysis test results show that the coefficient table for the coefficient of work motivation variable (X2) the t-count value is 1.492. This means that partially has a slight effect on work motivation (X2) on employee performance (Y). According to Guilford in Togu Harlen Lbn Raja (2006).
3. Based on the results of the analysis test, it shows that the regression coefficient table for the Compensation variable (X3) shows the results of the t-count value of 7.153 > t-table 0.254. This means that partially there is an effect of compensation (X3) on employee performance (Y). Decision making is made on the basis of the comparison of the significant value of the calculated t value of each regression coefficient with a predetermined significant level, which is 5% ($\alpha = 0.05$) Imam Ghozali (2020).
4. Based on the results of hypothesis testing on variables. The results of the analysis show that the Anova table shows the calculated F value of 47.876 > F table of 1.424 so that H0 is rejected and H1 is accepted, which means that the independent variables are leadership (X1), work motivation (X2) and compensation. (X3) jointly affect the dependent variable of employee performance (Y).

5. Based on the results of the coefficient of determination (R²), the analysis results show that the summary model table shows an R Square value of 0.719 or 71.9%, which means that the independent variables of leadership, work motivation and compensation affect the dependent variable of employee performance by 71.9%. And the rest is influenced by other factors not examined in this study.

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