



THE INFLUENCE OF LEADERSHIP, MOTIVATION AND WORK ENVIRONMENT ON EMPLOYEE PERFORMANCE

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ABSTRACT

The purpose of this study is to examine the influence of leadership, motivation, and work environment on employee performance, both partially and multi-dimensionally. The sampling technique used was non-probability sampling with a simple sample type so that the research sample consisted of 64 respondents. Data collection used a questionnaire and was analyzed using descriptive and statistical analysis. Validity and reliability analysis were used for the questionnaire. regression analysis and determination test. The results of the study explain that leadership, motivation, and work environment have a significant influence between the variables of leadership, motivation, and work environment simultaneously on employee work performance, as well as partial testing of each variable of leadership, work environment has an influence on employee performance. Meanwhile, motivation has no influence on employee performance.

Keywords: employee performance; leadership; motivation; work environment

INTRODUCTION

Indonesia's national economy is inextricably linked to the globalization that has swept the world in recent years. The immediate impact is the rapid growth of the domestic business sector, driven by both the government and the private sector. This is evidenced by the increasing number of new companies being established. automatically results in increasingly tight competition in the business world. The government giving the private sector the freedom to participate in improving development and the nation's economy. This condition also demands that entrepreneurs to be more persistent in seeing every business opportunity that exists for the sake of achieving a target. Through efficient use of human resources and effective, the company hopes to be able to continue to survive in the increasingly competitive arena. fierce to get the best results, namely success. To improve performance organizations, among other things, require quality human resources, Sumarsono, Sonny (2004).

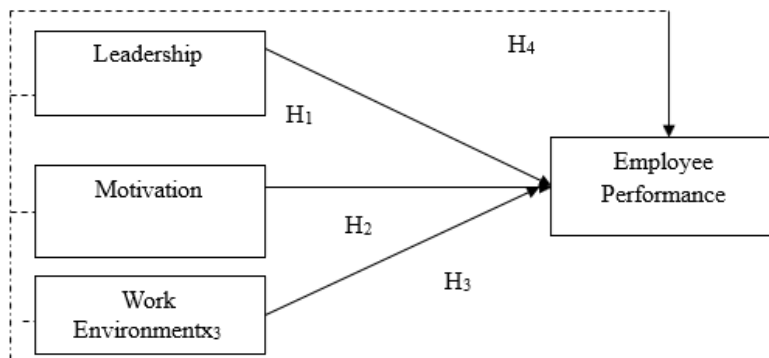
An employee with high and good performance can support the achievement of the goals and objectives set by the company. Performance is the quality and quantity of work results achieved by an employee in carrying out their duties in accordance with the responsibilities assigned to them (Mangkunegara, 2001). Various experts from various fields, including psychology, sociology, management, administration, government, and others, have discussed leadership from their respective perspectives. Collectively, there are at least 60 definitions of leadership in this literature.

Reza (2010); Alwi Suddin & Sudarman (2010); Risky Novianto Aribowo, (2011) & Baki (2012) with research results showing that leadership style has a positive effect on employee performance. Motivation has a positive effect on employee performance and work discipline has a positive effect on employee performance. From various perspectives of leadership studies as mentioned above, one of the prominent roles of leadership is as a builder of employee work motivation so that employees devote all their resources to achieving predetermined goals.

Motivation is also a process of linking efforts and satisfying certain needs or in other words, the willingness to exert one's abilities in achieving organizational goals (Siagian , 1995) in (Abdul Main and Ratna Indriyati, 2012). One of the successes of an organization is determined by the ability of a manager or leader to motivate his employees to exert all their abilities to achieve organizational goals.

The forms of providing this motivation are the fulfillment of needs *and* desires that are expected from work, including physical and security needs, social needs, egotistical needs (Hasibuan , 1996). Winardi (2004) defines motivation as representing psychological processes that cause the emergence, direction, and persistence of voluntary activities *directed* toward specific goals. Companies must also pay attention to fulfilling employee needs in accordance with the services provided by the company. Several studies have shown that the influence of leadership, motivation, and work environment variables on employee performance has varying results. This is evidenced by research conducted by Lewa , Eka Idham K and Subowo (2005), Regina Aditya Reza (2010), Alwi Suddin and Sudarman (2010), Linawati (2012), Rizky Novianto Aribowo (2011), Umar Baki MS (2012) and Prawirosentono in Pramudyo (2010) where in the study the variables of leadership, motivation, and work environment have a significant positive influence on employee performance. The purpose of this study is to determine the influence of leadership, motivation and work environment on employee performance at King Optik Jogjakarta .

Framework



Research Hypothesis

H₁ : There is a positive influence of leadership on employee performance.

H₂ : There is a positive influence of motivation on employee performance.

H₃ : There is a positive influence of the work environment on employee performance.

H₄: There is a positive influence of leadership, motivation, and work environment on employee performance simultaneously.

METHOD

This study uses a quantitative approach with an explanatory research type, namely research that aims to explain the causal influence between independent variables and dependent variables through hypothesis testing. The quantitative approach was chosen because the research data is in the form of numbers obtained from questionnaires and analyzed using statistical techniques (Amin & Kristiyanti, 2024). Because the population is limited, the entire population is taken as a sample, so it can be said that the sample population , Sugiyono, (2009). The sampling technique in this study is to use saturated samples, because the number of samples is 65 people, so from that number the researcher took the entire population. However, because the researcher's position is as a company owner, the number of samples was then taken from 1 respondent, so that the number of samples became 64 respondents.

RESULTS AND DISCUSSION

It was explained that 19 respondents, or 29.7 percent, were aged 18 to 25, while the remaining 45 respondents, or 70.3 percent, were aged 26 to 35. The largest number of respondents had a vocational high school education, at 29, or 45.3 percent. The smallest number had a bachelor's degree, at just one, or 1.6 percent, of the 64 respondents.

$$Y = 1,834 + 3,785 X_1 + 1,620 X_2 + 2,169 X_3$$

This positive constant indicates that if there are no leadership variables (X_1), motivation (X_2) and work environment (X_3), then there will still be employee performance (Y). Leadership has a positive effect on employee performance with a significance value of $0.000 < 0.05$, because t count $3.785 > 1.670$ t table, then H_0 is rejected and H_a is accepted. Motivation does not have a positive effect on employee performance with a significance value of $0.111 > 0.05$, because t count $1.620 < 1.670$ t table, then H_0 is accepted and H_a is rejected. Work environment has an effect on employee performance with a significance value of $0.034 < 0.05$, because the calculated t is $2.169 > 1.670$ t table, then H_0 is rejected and H_a is accepted.

leadership variable has a calculated t value of 3.785, where the calculated t value is greater than the t table ($3.785 > 1.669$). Thus, the test shows that H_0 is rejected, so that the hypothesis ($H_{a.1}$) is accepted. These results show that the variable. Leadership has an effect on employee performance. The motivation variable the calculated t value is 1.620 where the calculated t value is greater than the t table ($1.620 > 1.669$). Thus, the test shows that H_0 is rejected, so that the hypothesis ($H_{a.2}$) is rejected. This result shows that the motivation variable does not influence employee performance. Work environment variables The calculated t value is 1.007, where the calculated t value is smaller than the t table ($2.169 < 1.669$). Thus, the test shows that H_0 is rejected, so that the hypothesis ($H_{a.3}$) is accepted. These results show that the work environment variable influence employee performance.

It can be seen from table 4.1 that the calculated F value is greater than the F table ($13.852 > 2.52$) or the significance of $F < 5\%$ ($0.000 < 0.05$), this shows that there is a positive and significant influence between the variables of leadership, motivation and work environment. on employee performance. So it can be concluded that the fourth hypothesis is accepted.

Discussion

The results of the study indicate that leadership has an impact on employee performance at King Optik Jogjakarta. Thus, it can be said that the leadership at King Optik Jogjakarta is good and in accordance with employee desires. Consistent with research by Regina Aditya Reza, 2010, Alwi Suddin and Sudarman, 2010, Risky, Novianto Aribowo, 2011, Umar Baki MS, 2012 Lewa and Subowo, 2005, it is explained that leadership has participation in employee performance.

The basic concept put forward in this classical theory is that a person will work well if the person believes that they will receive rewards directly related to their work. The results of this study show that motivation has no impact on employee performance at King Optik Jogjakarta, thus employee work motivation requires attention because decreasing employee motivation will result in decreased work effectiveness.

In contrast to the research conducted by Regina Aditya Reza, 2010, Alwi Suddin and Sudarman, 2010, Risky Novianto Aribowo, 2011, Umar Baki MS, 2012, Lewa and Subowo 2005, Pramudyo, 2010, that motivation has a significant impact on employee performance, both partially and multiple.

The results of this study indicate that the work environment has an impact on employee performance. This means that the work environment at King Optik Jogjakarta meets or has met

standards. This is consistent with research by Regina Aditya Reza (2010), Alwi Suddin and Sudarman (2010), and Risky Novianto Aribowo (2010). 2011, Umar Baki MS, 2012, Lewa and Subowo (2005), Pramudyo (2010), that motivation has a significant impact on employee performance, both partially and multiple. Simultaneously or multiplely, the results of this study indicate that participation in employee performance is important, so that the changes that occur are influenced by each independent variable.

CONCLUSION

The increase in employee performance is possible because the leadership or leaders at King Optik Jogjakarta are good, so that improving leaders in managing the company has the most important factor for increasing employee performance. Motivation influences employee performance at King Optik Jogjakarta, this is likely because employees have differences in work enthusiasm, these different factors are likely to result in decreased employee performance, including decreasing target achievement, and still high employee turnover. Because the company pays maximum attention to physical or building values, so that employees are comfortable while working, if the work environment is comfortable then employee performance will also be successful

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