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## The Influence of Leadership and Work Motivation on Employee Performance at PT. Adira Finance Palopo

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### ABSTRACT

*Every company wants excellent development in the business it manages. Success can be influenced by how well the performance is shown. Many factors can improve employee performance, such as leadership, work motivation, and other factors. This study aims to determine the effect of leadership and work motivation on employee performance at PT. Adira Finance Palopo with a sample of 89 respondents. The results showed that leadership had a positive and significant effect on employee performance. Employee motivation has a positive and significant influence on employee performance. Simultaneously leadership and work motivation have a significant effect.*

*Keywords: leadership, work motivation, employee performance, PT. Adira Finance Palopo*

### INTRODUCTION

The role of human resources plays a vital role in the current era of globalization in various aspects related to human resource management, which basically cannot be separated from management in general. An established company must have a leader who can be a role model in the organization to improve the company's goals so that the attitude or behavior of responsible people is needed to have good performance abilities. According to Dotulong et al. (2015), a manager is expected to motivate employees to create a harmonious atmosphere that is beneficial to all employees. Therefore, to encourage employee motivation to be more active at work. Leadership is an individual skill possessed by someone indispensable to move, direct and motivate employees to work optimally (Inaray et al., 2016)

A manager needs wisdom in carrying out duties and responsibilities. With wisdom, a manager should be able to understand what the employees want. Managers in a company should carry out various leadership functions by

adapting to conditions and solving previously unexpected problems (Harahap & Khair, 2019). Organizational change requires effective leadership to encourage employees to perform well. The leadership of a person is very different, so that it affects employees in doing their work. Every leader who has a style in providing direction will determine the results of the work produced by his employees. The picture reflects the style of a leader that affects the performance of his employees (Tucuna et al., 2019).

In addition to leadership, companies must also pay attention to work motivation, because employees stated by Bahri & Nisa (2017). Work motivation is a driving force or encouragement that each individual has in carrying out an activity so that each person is willing to do, work and engage in activities to utilize all the abilities and potentials that exist in him to achieve the desired goals, as previously determined. One of several indicators supporting performance is motivation. Motivation in a person raises enthusiasm in carrying out work (Primandaru et al., 2018). The strength or weakness of a person's motivation in doing work will affect his performance at

work. High motivation gives an excellent contribution to the company, and vice versa; low work motivation gives a loss to the company. Companies that successfully achieve their goals must have managers who have good leadership skills, motivate, and provide clear direction to all employees. Perfect leadership, good work motivation will be able to provide more value for employee performance.

Based on the brief explanation above, it is researched PT. Adira Finance Palopo Branch. By making leadership and work motivation as independent variables and employee performance as the dependent variable. PT. Adira Finance Palopo branch is a credit institution that provides financing to consumers who need motorized vehicles, both four-wheeled, two-wheeled, and electronic goods and other goods needed by consumers.

## **Theoretical review**

### **Leadership**

Leadership is a person's ability and skill to organize and command other people to carry out planned activities by applicable regulations. Presented by Brahmasari (2016) In leadership, the main thing to consider is how to influence the behavior of others. A leader must have a good leadership spirit as part of the support to achieve organizational goals (Nasution et al., 2016). The tricky thing that leaders face is to unify all kinds of differences among employees. The role of leadership is to influence from one individual to another to achieve a common goal (Trang, 2013).

According to Suwuh (2015), leadership greatly determines an organization's steps in achieving its goals. A leader's behavior with a good leadership spirit can influence employees to work optimally without realizing it. Good leadership can move and direct human resources so that it is easy to improve employee performance (Roring, 2017). Hasibuan (2018) The leader's main task is to protect every employee as a mover, director, and role model for employees in acting for the organization. Leaders are expected to have high reasoning power and creativity so that organizational achievements can be optimal, whether

increasing employee performance or other things.

Another opinion also says that influencing, directing, and moving someone consciously is part of leadership, which all leads to one thing: achieving organizational goals. (Bentar et al., 2017); (Brury, 2016); (Nisyak, 2016). In addition, leadership also contains unexpected and unexpected challenges (Bentar et al., 2017).

In measuring leadership, there are at least several indicators that can be used, namely innovators, communicators, motivators, controllers (Thoha:52, 2010)

### **Work motivation**

Harahap & Khair (2019) Motivation is an indication of a person's enthusiasm or not in carrying out an activity at work. Motivation needs to be viewed seriously as a middle ground in increasing work performance (Parimita et al., 2018). Thus, motivation has meaning as part of a person who can consciously do something to achieve goals. According to Shah (2013), work motivation is closely related to one's emotional intelligence. Work motivation can describe a person's condition in acting and behave by the surrounding conditions (Hanafi & Yohana, 2017); (Suganjar & Hermawati, 2020). This behavior can be shown through various reactions such as happy, happy, excited, diligent, lazy, sad, etc. Motivation describes a person's reasons for achieving a goal, including money, safety, prestige, and others.

According to Sutrisno & Sunarsi (2019) emphasized that everyone has a motivation to work. Motivation is in a person who appears consciously to fulfill and complete the work he receives. Motivation is the willingness to make more significant efforts to achieve organizational goals. As for opinion Rozzaid et al. (2015) Shows that motivation is a desire for an employee to want to work diligently to achieve the employee's individual goals until finally achieving company goals. Motivation is a driving force in a person in doing something, whether it is a positive impulse or a negative impulse, which means the same

thing, namely to achieve organizational goals. (Andayani & Tirtayasa, 2019). One thing that can make someone have motivation to work is if they are in a state of urgency (Nuryasin et al., 2016). In measuring work motivation, at least several indicators can be used, namely responsibility, work performance, opportunities for advancement, and recognition of performance. (Fadillah et al., 2013)

### Employee performance

Performance is the result of work or the achievement of tasks produced by an employee at a certain period to achieve specific goals. (Andayani & Tirtayasa, 2019); (Nuryasin et al., 2016); (Muslims, 2020). Performance is a description of expertise and skills in specific jobs that will result in rewards or punishments from the Biology industry (Hayati, 2016). Another opinion Tucuna et al. (2019) Performance can be assumed as the result of a process or work. Therefore, every employee must have competence, namely the expertise or ability to carry out tasks or work that is his responsibility or entrusted. Performance is the result of work produced both in terms of quality or quantity of work and can be accounted for according to its position in the organization or industry, and

accompanied by expertise, skills, and expertise in completing the work and within a certain period. (Goddess & Main, 2016). According to Sari & Apriansyah (2019), performance is the quality and quantity of the work (output) of people or groups in a particular activity caused by natural skills or expertise obtained from the learning process and the desire to excel.

According to Trang (2013), each employee has a different performance depending on how much responsibility and completion of the tasks given at a particular time. Performance is also categorized as a measure of seeing an employee's work performance. According to Antou (2012); Muslim (2020), performance is a natural outcome resulting from the sincerity of an employee in working and carrying out their functions in a company. Performance has a vital role in running the company's wheels in the future. It is said that because performance can be used as a reference in seeing the extent to which the policies chosen by the company are effective and efficient in achieving company goals. In measuring employee performance at least with four indicators, namely work specifics, number of jobs, cooperation, initiative (Rohiyah et al., 2020)

### Relationship Between Variables

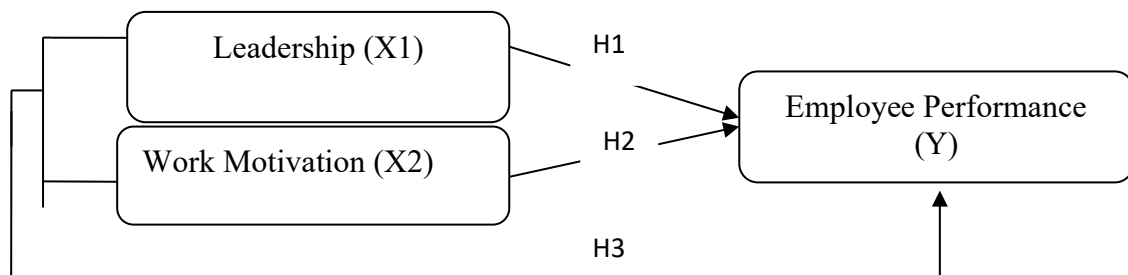


Figure 1. Conceptual framework

### Research Hypothesis

1. Leadership and work motivation simultaneously allegedly affect the performance of employees at PT. Adira Finance Palopo.
2. Leadership is thought to have an effect on employee performance at PT. Adira Finance Palopo.
3. Work motivation is suspected of having an effect on employee performance at PT. Adira Finance Palopo.

## METHOD

Associative research was chosen in conducting this research. It is done to determine the influence of leadership and motivation in improving PT's performance. Adira Finance Palopo. In this study, the number of samples was the entire population of 89 respondents. Several testing instruments were carried out in this research, including validity and reliability tests, classical assumption tests, and multiple linear regression tests.

## RESULT and DISCUSSION

### Research result

#### Validity test

Whether or not a research question is asked depends on whether or not the research question is valid. It can be known by comparing the calculated r-value with the r table with the basis for making the decision is the calculated r-value is more significant than the r table where the value of the r table in table r product moment is 0.208.

**Table 1. Validity test results**

Variable	No. Question items	r Table	r Count	Information
Leadership	1	0.208	0.476	Valid
	2	0.208	0.402	Valid
	3	0.208	0.264	Valid
	4	0.208	0.563	Valid
	5	0.208	0.364	Valid
	6	0.208	0.579	Valid
Work motivation	1	0.208	0.218	Valid
	2	0.208	0.371	Valid
	3	0.208	0.418	Valid
	4	0.208	0.292	Valid
	5	0.208	0.458	Valid
Employee performance	1	0.208	0.438	Valid
	2	0.208	0.470	Valid
	3	0.208	0.495	Valid
	4	0.208	0.516	Valid
	5	0.208	0.492	Valid
	6	0.208	0.470	Valid

Source: Primary data processed, 2021

The table above concludes that all of the question items in each variable are valid because the calculated r-value is greater than the r table.

#### Reliability test

A reliability test is used to measure how appropriate the measuring instrument is to reference research. If the measuring instrument is used more than twice to measure the same thing and shows consistent results, it is categorized as a reliable measuring instrument.

**Table 2. Reliability test results**

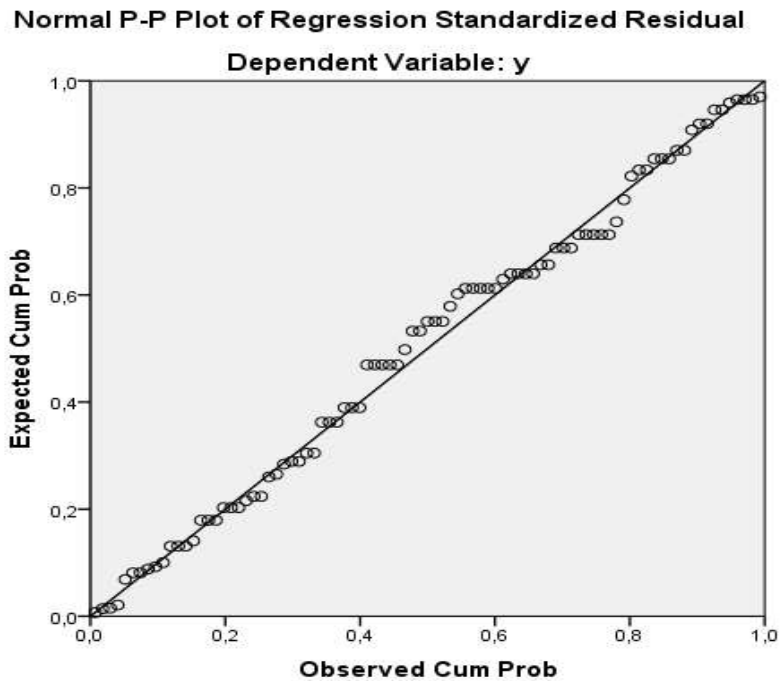
Variable	Cronbach Alpha	Information
Leadership	0.682	Reliable
Work motivation	0.762	Reliable
Employee performance	0.714	Reliable

Source: Primary data processed, 2021

The results of the Cronbach Alpha of each variable showed the results were at values above 0.6 or 60%. It implies that leadership, work motivation, and employee performance can be used as variables in a study.

**Classic assumption test**  
**Normality test**

The use of normality tests in a study is commonplace. The normality test is intended to see the distribution of the data presented whether the data is normally distributed or not.



**Figure 2. Normality Test Results**  
 Source: Primary data processed, 2021

The picture above shows that the data in this study are typically distributed. This condition can be seen in the distribution of data (dots) along the 45o line. So it can be concluded that the data is usually distributed.

**Multicollinearity Test**

The heteroscedasticity test uses the heteroscedasticity test to see whether the

independent variables in this study are correlated with one another. If multicollinearity occurs, it is better to replace variables or eliminate correlated variables. With the condition that multicollinearity is said to occur if the tolerance value is greater than the alpha level of 0.5 or the VIF value is less than 10(Ghozali, 2006:96).

**Table 3. Multicollinearity Test Results**

Model	Colinearity Statistics	
	Tolerance	VIF
Leadership	,984	1.016
Work motivation	,984	1.016

Source: Primary data processed, 2021

The results of the SPSS test in the multicollinearity test table show no multicollinearity between the variables of

leadership and work motivation. It is indicated by the value of the leadership and work motivation variables whose tolerance value is above the

alpha level of 0.1, and the VIF value is less than 10.

### Heteroscedasticity Test

The use of the heteroscedasticity test as part of the classical assumption test is to find out if in the model there is an inequality of variance (a measure of diversity involving all data) from the residual of one observation to another

observation. (Ghozali, 2006:125). Heteroscedasticity testing using the Spearman rank method. Where the value of the independent variable in the regression with absolute residual value. There is no multicollinearity if the significance value between the independent and unstandardized residual values is greater than the alpha level of 0.05(Priyatno, 2008:160).

**Table 4. Heteroscedasticity Test Results**

			Leadership Style	Work motivation	Unstandardized Residual
Spearman's rho	Leadership	Correlation coefficient	1,000	,160	0.030
		Sig. (2-tailed)	.	,135	,782
		N	89	89	89
	Work motivation	Correlation coefficient	,160	1,000	0.011
		Sig. (2-tailed)	,135	.	,922
		N	89	89	89
	Unstandardized Residual	Correlation coefficient	0.030	0.011	1,000
		Sig. (2-tailed)	,782	,922	.
		N	89	89	89

Source: Primary data processed, 2021

From the tests and observations in table 4, the results of the heteroscedasticity test did not find any heteroscedasticity problems. Because the significance value between the independent variable and the unstandardized residual was greater than the 0.05 alpha level,

which was 0.782 for the leadership variable, and the work motivation variable was 0.992.

### Multiple Regression Analysis

Multiple regression analysis was used to determine the effect of the independent variable on the dependent variable.

**Table 5. Results of Multiple Regression Analysis  
 Regression Coefficient, f test, t-test**

Model	Unstandardized coefficients (B)	t Count	Sig. t
Leadership	,242	2,288	0.025
Work motivation	,327	2,115	0.037
Constant = 13.784		F count = 5.544	
Adjusted R Square = 0.094		Sig. f = .005	
Multiple R = 0.338			

Source: Primary data processed, 2021

An equation can be written from the regression test results using SPSS 21:  $Y = 13,784 + 0,242X_1 + 0,327X_2$ . This equation shows that each independent variable has a positive

regression coefficient value, where the value for the Leadership variable ( $X_1$ ) is 0.242 that leadership has a positive influence on employee performance. It means that if in every increase of

one unit of improvement in the leadership variable, there will be an increase in employee performance of 0.242. Work Motivation Variable (X2) on Employee Performance with a positive regression coefficient value of 0.327. If in every unit increase in the improvement of the work motivation variable, there will be an increase in employee performance of 0.327.

The correlation coefficient (multiple R) shows a value of 0.338 or 38.8%; the independent variables are correlated with the dependent variable. The regression coefficient value (adjusted R square) of 0.094 or 9.4% is the magnitude of the influence of leadership and work motivation variables on employee performance. The remaining 90.6% is influenced by other variables not examined in this study.

### **Hypothesis Testing**

#### **f test results (simultaneous)**

To see the effect of all variables together, the f test or simultaneous test is used. The results shown from data processing found that the significance value of the f test was 0.005 or smaller than the 0.05 level of alpha. It means that leadership and work motivation have a significant effect on employee performance.

#### **T-Test Results (partial)**

A partial test or t-test is used to see the effect of each independent variable on the dependent variable. Based on the results obtained, it is stated that the leadership variable has a significance value of 0.025 or less than the 0.05 level of neglect. It means that the leadership variable has a significant influence on the employee performance variable. The work motivation variable has a significance value of 0.037 or less than the 0.05 level of neglect. It means that the work motivation variable has a significant influence on the employee performance variable.

### **Discussion**

#### **The Effect of Leadership on Employee Performance**

The study results with the regression coefficient value and the significance value for

the leadership variable were 0.242 and 0.025, respectively, which indicated that this variable had a positive and significant effect on employee performance at PT. Adira Finance Palopo. This research is by Bruy's (2016) "The Influence of Leadership, Organizational Culture, Work Motivation and Job Satisfaction on Employee Performance at the Sorong SAR Office" states that all independent variables in his research have a positive and significant effect on employee performance either partially or simultaneously. ResearchBentar et al. (2017) "Analysis of the Effect of Leadership, Motivation, Work Discipline, and Work Environment on Employee Performance Taman Botani Sukorambi (Tbs) Jember" states the same thing that leadership, motivation, work discipline, and work environment have a positive and significant effect on employee performance.

#### **The Effect of Motivation on Employee Performance**

The study results with regression coefficient values and significance values for work motivation variables were 0.327 and 0.037, respectively, which indicated that this variable had a positive and significant effect on employee performance at PT. Adira Finance Palopo. In line with researchNisyak (2018), "The Influence of Leadership Style, Motivation and Work Discipline on Employee Performance" conveys the results that work motivation has a significant influence on employee performance. Slightly different from researchInaray et al. (2016) states that leadership has a positive and significant effect on employee performance while the motivation variable has no significant effect.

### **CONCLUSION**

Based on the explanation above, it can be concluded several things including:

1. Leadership partially affects the performance of employees at PT. Adira Finance Palopo
2. Work motivation partially affects the performance of employees at PT. Adira Finance Palopo
3. Leadership and Work Motivation simultaneously affect the performance of employees at PT. Adira Finance Palopo

### Suggestion

Improving employee performance is not an easy matter; it needs special attention and extra energy for the leadership in carrying out the company's work to increase employee performance.

Employee performance improvement needs to be accompanied by the ability of each employee to understand, carry out and carry out their duties and functions so that company goals can be achieved.

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