

## The Influence of Leadership and Motivation on Employee Performance at PT. Transplasindo Perkasa in Bandung

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### **ABSTRACT**

*This study aims to determine the effect of leadership and motivation on employee performance at PT. Transplasindo Perkasa in Bandung. The method used is explanatory research with analytical techniques using statistical analysis with regression, correlation, determination, and hypothesis testing. The results of this study that leadership has a significant effect on employee performance by 44.9%, hypothesis testing is obtained  $t$  count  $>$   $t$  table or  $(8.936 > 1.984)$ . Motivation has a significant effect on employee performance by 40.6%; hypothesis testing is obtained  $t$  count  $>$   $t$  table or  $(8,186 > 1,984)$ . Leadership and motivation simultaneously have a significant effect on employee performance with the regression equation  $Y = 9.608 + 0.402X_1 + 0.364X_2$  and the contribution of the influence is 54.0%, hypothesis testing is obtained  $F$  count  $>$   $F$  table or  $(56.850 > 2,700)$ .*

*Keywords: Leadership, Motivation, Employee Performance*

### **INTRODUCTION**

Human resources play an essential role in every company's management. In this case, human resources are the primary key that must be given full attention to all their needs. Human resources are the driving force of the company. Therefore, the company's progress is very dependent on the existing human resources in a company with the provision of authority and responsibility in managing activities.

Formulating the authority and responsibility that the organization must achieve is determined by standards or benchmarks that have been agreed upon by employees and leaders. Humans (employees) are social beings who cannot live alone; each other needs each other, and cooperation is an inseparable part of life and humans are also individualistic beings who have egos and ambitions. Leaders are part of the human resource development process, where human resources are assets of an organization or

company that will provide added value for the company if appropriately managed.

Currently, the use of goods made of raw plastic materials is increasing; this is because plastic has many advantages that are starting to be taken into account by the community. The advantage of plastic, in general, is that it is more efficient than metal and wood. In addition to being efficient, plastic is also lighter, cheaper, easy to shape, and also the process is relatively simple. One of the processes used in processing raw materials from plastic is the plastic injection process.

PT. Transplasindo Perkasa is one of the companies engaged in plastics. In competition with manufacturing competitors made from plastic raw materials, a company needs human resources to achieve the planned goals and objectives. Human resources are required to be able to complete their duties and responsibilities effectively and efficiently. The success of human resources can be measured through customer satisfaction, reduced number of complaints, and

optimal work targets. Employee performance of PT. Transplasindo Perkasa can be measured by completing its tasks effectively and efficiently and carrying out its roles and functions, and all of that is directly proportional to the success of a company. In every company,

Optimal employee performance, the sound is the performance that can be measured by quantitative aspects that describe the work process of employees who get support from the company, supportive working conditions, able to complete tasks quickly and well, the number of errors can be minimized, resource capabilities that meet expectations and optimal quality of work. Besides that, the qualitative aspect also plays an important role, especially regarding the quality of the work produced, timeliness, ability and work skills, and the ability to evaluate within the organization.

Based on the pre-research observations that the researchers did, there were several shortcomings or gaps between the ideal conditions and the actual conditions in the field between the performance of employees so far as the implementation of the deficiencies between the leadership factors the work motivation of existing employees. Furthermore, it is supported by several internal assessments carried out by the company where the achievements do not always meet the expectations set.

Leadership is one of the most significant factors that can make the performance of human resources or employees of the company better. One of the characteristics of a leader based on leadership traits is that one of them has higher intelligence than the person being led. Likewise, the assessment of motivation is also critical considering that motivation can encourage someone to be happy to do a good job.

Performance appraisal for employees plays a vital role in the organization; employee performance is obtained through performance appraisals. From the results of employee performance evaluation, it can be seen whether an employee can work well or not, which is seen from the category of assessment that is compared between benchmarks for evaluating

organizational performance and employee performance.

Based on the background and existing problems, the authors are interested in researching the title "The Influence of Leadership and Work Motivation on Employee Performance at PT. Transplasindo Perkasa in Bandung "

## **Literature review**

### **Leadership**

The company needs leadership to achieve the goals of an organization. Employees are required to follow directions from their leaders because they are considered capable of being an influence for employees to be able to have the same goals as the company. If the intended goals are not the same, it will be difficult for an organization to achieve them. According to Kartono (2018: 57) states that "leadership is an activity to influence people so that they want to work together to achieve the desired goals."

### **Motivation**

According to Sunyoto (2020:11), motivation talks about encouraging one's work spirit so that they want to work by providing their abilities and expertise optimally to achieve organizational goals. Motivation is essential because every employee will work hard with motivation and be enthusiastic about achieving high work productivity. A person's behavior is influenced and stimulated by desires, fulfillment of needs and goals, and satisfaction. Stimuli arise from within and from without. This stimulus will create an impetus for someone to carry out activities.

### **Employee performance**

Employee performance must be continuously planned because improving employee performance is not an instant event but requires well-organized planning and action for a certain period.

## **METHOD**

The population in this study amounted to 100 respondents PT. Transplasindo Perkasa in Bandung. Therefore, the sample in this study

amounted to 100 respondents. The type of research used is associative. The aim is to determine the effect of the independent variables on the dependent variable either partially or simultaneously in analyzing the data used instrument test, classical assumption test, regression, coefficient of determination, and hypothesis testing.

## RESULT and DISCUSSION

This test is used to determine the minimum and maximum scores, mean scores, and standard deviations of each variable. The results are as follows:

Table 1. Results of Descriptive Statistics Analysis Analysis

	Descriptive Statistics				
	N	Minimum	Maximum	mean	Std. Deviation
Leadership (X1)	100	31	48	37.94	3,882
Motivation (X2)	100	31	44	37.79	3.534
Employee Performance (Y)	100	32	46	38.64	3,460
Valid N (listwise)	100				

Leadership obtained a minimum variance of 31 and a maximum variance of 48 with a mean score of 3.794 with a standard deviation of 3.882. Motivation obtained a minimum variance of 31 and a maximum variance of 44 with a mean score of 3.779 with a standard deviation of 3.634. Finally, employee performance obtained a minimum variance of 32 and a maximum variance of 46 with a mean score of 3,864 with a standard deviation of 3,460.

### 1. Quantitative Analysis.

This analysis is intended to determine the effect of the independent variable on the dependent variable. The test results are as follows:

#### a. Multiple Linear Regression Analysis

This regression test is intended to determine changes in the dependent variable if the independent variable changes. The test results are as follows:

Table 2. Multiple Linear Regression Test Results

Model	Coefficients <sup>a</sup>				
	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	9,608	2,759		3,483	.001
Leadership (X1)	.402	.076	.451	5.304	.000
Motivation (X2)	.364	.083	.372	4.371	.000

a. Dependent Variable: Employee Performance (Y)

Based on the test results in the table above, the regression equation  $Y = 9.608 + 0.402X_1 + 0.364X_2$  is obtained. From these equations, it is explained as follows:

- 1) A constant of 9.608 means that if there is no leadership and motivation, there is an employee performance value of 9.608 points.
- 2) The leadership regression coefficient is 0.402; this number is positive, meaning that

every time there is an increase in the leadership of 0.402, the employee's performance will also increase by 0.402 points.

- 3) The motivation regression coefficient is 0.364; this number is positive, meaning that every time there is an increase in motivation of 0.364, the employee's performance will also increase by 0.364 points.

**b. Correlation Coefficient Analysis**

The correlation coefficient analysis is intended to determine the strength of the relationship

between the independent variables and the dependent variable either partially or simultaneously. The test results are as follows:

Table 3. Results of Leadership Correlation Coefficient Testing on Employee Performance.

		Leadership (X1)	Employee Performance (Y)
Leadership (X1)	Pearson Correlation	1	.670**
	Sig. (2-tailed)		.000
Employee Performance (Y)	Pearson Correlation	.670**	1
	Sig. (2-tailed)	.000	

The test results obtained a correlation value of 0.670 means that leadership has a solid relationship to employee performance.

Table 4. Results of Testing the Correlation Coefficient of Motivation on Employee Performance.

		Motivation (X2)	Employee Performance (Y)
Motivation (X2)	Pearson Correlation	1	.637**
	Sig. (2-tailed)		.000
Employee Performance (Y)	Pearson Correlation	.637**	1
	Sig. (2-tailed)	.000	

The test results obtained a correlation value of 0.637, meaning that motivation has a solid relationship to employee performance.

Table 5. Results of Simultaneous Leadership and Motivation Correlation Coefficient Testing on Employee Performance.

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.735a	.540	.530	2,372

a. Predictors: (Constant), Motivation (X2), Leadership (X1)

The test results obtained a correlation value of 0.735, meaning that leadership and motivation simultaneously have a solid relationship to employee performance.

The analysis of the coefficient of determination is intended to determine the percentage of the influence of the independent variable on the dependent variable either partially or simultaneously. The test results are as follows:

**c. Coefficient of Determination Analysis**

Table 6. Results of Testing the Coefficient of Leadership Determination on Employee Performance.

**Model Summary**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.670a	.449	.443	2,581

a. Predictors: (Constant), Leadership (X1)

Based on the test results, the determination value is 0.449, meaning that leadership influences 44.9% on employee performance.

Table 7. Results of Testing the Coefficient of Determination of Motivation on Employee Performance.

**Model Summary**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.637a	.406	.400	2,680

a. Predictors: (Constant), Motivation (X2)

Based on the test results obtained, a value of determination of 0.406 means that motivation contributes 40.6% influence on employee performance.

Table 8. Results of Testing the Coefficient of Leadership Determination and Motivation on Employee Performance.

**Model Summary**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.735a	.540	.530	2,372

a. Predictors: (Constant), Motivation (X2), Leadership (X1)

Based on the test results obtained a determination value of 0.540, meaning that leadership and motivation simultaneously influence the contribution of 54.0% on employee performance, while other factors influence the remaining 46.0%.

**Partial hypothesis test (t-test)**

Hypothesis testing with a t-test is used to determine which partial hypothesis is accepted. The first hypothesis: There is a significant influence of leadership on employee performance. The second hypothesis: There is a significant effect of motivation on employee performance.

**d. Hypothesis testing**

Table 9. Leadership Hypothesis Test Results on Employee Performance.

**Coefficients<sup>a</sup>**

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	15,981	2,549		6.270	.000
	Leadership (X1)	.597	.067	.670	8.936	.000

a. Dependent Variable: Employee Performance (Y)

Based on the test results in the table above, the value of  $t$  arithmetic  $>$   $t$  table or ( $8.936 > 1.984$ ), thus the first hypothesis proposed that there is a significant influence of leadership on employee performance is accepted.

influence of leadership on employee performance is accepted.

Table 10. The results of the motivational hypothesis test on employee performance.

Model		Unstandardized Coefficients		Standardized	t	Sig.
		B	Std. Error	Coefficients Beta		
1	(Constant)	15,065	2.892		5.209	.000
	Motivation (X2)	.624	.076	.637	8.186	.000

a. Dependent Variable: Employee Performance (Y)

Based on the test results in the table above, the value of  $t$  count  $>$   $t$  table or ( $8,186 > 1,984$ ), thus the second hypothesis proposed that there is a significant influence of motivation on employee performance is accepted.

Hypothesis testing with the F test is used to determine which simultaneous hypothesis is accepted. The third hypothesis There is a significant influence of leadership and motivation on employee performance.

### Simultaneous Hypothesis Testing (F Test)

Table 11. Results of Leadership and Motivation Hypothesis Testing on Employee Performance.

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	639,483	2	319,741	56,850	.000b
	Residual	545,557	97	5,624		
	Total	1185,040	99			

a. Dependent Variable: Employee Performance (Y)

b. Predictors: (Constant), Motivation (X2), Leadership (X1)

Based on the results, the test in the table above obtained the calculated F value  $>$  F table or ( $56.850 > 2,700$ ); thus, the third hypothesis proposed that there is a significant influence of leadership and motivation on employee performance is accepted.

### The Effect of Motivation on Employee Performance

Motivation has a significant effect on employee performance with a correlation of 0.637 or has a strong relationship with a contribution of 40.6%. Testing the hypothesis obtained the value of  $t$  count  $>$   $t$  table or ( $8,186 > 1,984$ ). Thus the second hypothesis proposed that there is a significant effect between motivation on employee performance is accepted.

### Discussion of Research Results

#### The Effect of Leadership on Employee Performance

Leadership has a significant effect on employee performance with a correlation of 0.670 or has a strong relationship with a contribution of 44.9% influence. Testing the hypothesis obtained the value of  $t$  arithmetic  $>$   $t$  table or ( $8.936 > 1.984$ ). Thus the first hypothesis proposed that there is a significant effect between leadership on employee performance is accepted.

#### The Influence of Leadership and Motivation on Employee Performance

Leadership and motivation have a significant effect on employee performance with the regression equation  $Y = 9.608 + 0.402X_1 + 0.364X_2$ ; the correlation value is 0.735 or has a strong relationship with the contribution of 54.0%

influence while other factors influence the remaining 46.0%. Testing the hypothesis obtained the calculated F value  $>$  F table or (56.850  $>$  2,700). Thus the third hypothesis proposed that there is a significant effect between leadership and motivation on employee performance is accepted.

### Conclusions and suggestions

#### Conclusion

1. Leadership has a significant effect on employee performance with an influence contribution of 44.9%. Hypothesis test obtained value of t count  $>$  t table or (8.936  $>$  1.984).
2. Motivation has a significant effect on employee's performance with a contribution of 40.6%. Hypothesis test obtained value of t count  $>$  t table or (8,186  $>$  1,984).
3. Leadership and motivation have a significant effect on employee performance with a contribution of 54.0% influence while other factors influence the remaining 46.0%. The calculated F value obtains hypothesis testing  $>$  F table or (56.850  $>$  2,700).

#### Suggestion

1. For the better, the company must have a Standard Operational Procedure (SOP) that encourages the creation of cooperation in solving problems within the company, considering the problems faced by the company must be handled and prevented so that problems do not reappear.
2. To be even better, the leader must encourage creating an excellent working climate to create good relationships between individuals and between parts of the company.
3. For the better, the leader must make efforts to improve the quality of work of subordinates and the skills of subordinates so that they can do tasks with good quality work and complete tasks according to plan by implementing on the job training (OJT), Awareness training, and other forms of training.

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