
THE EFFECT OF LEADERSHIP STYLE AND MOTIVATION ON EMPLOYEE PERFORMANCE AT PT BPR SUBANG GEMI NASTITI (PERSERODA)

Dirto Susanto¹, Sukaesih Komalasari²

Sekolah Tinggi Ekonomi Islam Nahdhatul Ulama Subang

dirtosusanto@steinusubang.ac.id , sukaesihkomalasari335@gmail.com

ABSTRACT

This study aims to determine: (1) The influence of leadership style on employee performance at PT BPR Subang Gemi Nastiti (Perseroda). (2) The influence of motivation on employee performance at PT BPR Subang Gemi Nastiti (Perseroda). (3) The influence of leadership style and motivation simultaneously on employee performance at PT BPR Subang Gemi Nastiti (Perseroda). This study is categorized as a survey study, with a questionnaire as the research instrument. This study is a population study with 37 employees as respondents. The instrument validity test uses Confirmatory Factor Analysis while the reliability test uses Cronbach Alpha. The analysis technique used is multiple linear regression at a significance level of 5%. The results of the study found that: (1) partially, leadership style influences company performance at PT BPR Subang Gemi Nastiti (Perseroda).with Sig $0.000 < 0.05$ (2) Partially, motivation does not influence performance at PT BPR Subang Gemi Nastiti (Perseroda) with Sig.as big asSig $0.681 > 0.05$. (3) that leadership style and motivation together influence performance at PT BPR Subang Gemi Nastiti (Perseroda),with a Sig value of $0.000 < 0.05$

Keywords: Job Training, Leadership Style, Employee Performance,

INTRODUCTION

A leader not only plays an active role in encouraging his employees, channeling creative ideas, but also acting positively for the progress of the company. A good leader will be able to channel his optimism and knowledge so that employees who are subordinates in carrying out their work can be done well too. A leader must have the ability to influence and motivate the work of others to do something for mutual progress. In this study, Leadership Style is the first variable. The right leadership style will create a person's work motivation to achieve. In addition to Leadership Style, there are other factors that influence employee performance, namely motivation. Motivation is a mental state or attitude that provides energy, encourages activities or movements and directs or channels behavior towards achieving desired goals. Motivation questions how to direct the power and potential of subordinates to want to work together productively to successfully achieve and realize predetermined goals. And the third variable is Employee Performance. Performance is the overall effectiveness of the organization to meet the needs set by each group regarding systematic efforts and continuously improving the organization's ability to achieve its needs effectively. PT BPR Subang Gemi Nastiti (Perseroda) is included in the 75th best rating out of 366 BPRs throughout Indonesia. This achievement was not easy, as the company experiences ups and downs each year, both in terms of savings deposits,

time deposits, and loans provided to small and medium-sized businesses. Based on the explanation above, the author is interested in further researching the influence of leadership style and motivation on employee performance at PT BPR Subang Gemi Nastiti (Perseroda).

The problems of this research can be formulated as follows: (1) How does Leadership Style partially influence employee work performance at PT BPR Subang Gemi Nastiti (Perseroda) (2) How does Motivation partially influence employee work performance at PT BPR Subang Gemi Nastiti (Perseroda) (3) How does Leadership Style and Motivation simultaneously influence employee work performance at PT BPR Subang Gemi Nastiti (Perseroda). The objectives of this research are as follows: (1) To find out how Leadership Style partially influences employee work performance at PT BPR Subang Gemi Nastiti (Perseroda) (2) To find out how Motivation partially influences employee work performance at PT BPR Subang Gemi Nastiti (Perseroda) (3) To find out how Leadership Style and Motivation simultaneously influence employee work performance at PT BPR Subang Gemi Nastiti (Perseroda)

THEORITICAL REVIEW

Leadership Style

According to Tjiptono (2014:161), leadership style is a method used by leaders in interacting with their subordinates. Leadership style represents the philosophy, skills, and attitudes of leaders in politics. Leadership style is a pattern of behavior designed to integrate organizational goals with individual goals to achieve certain goals (Heidjrachman and Husnan, 2012:224). Another opinion states that leadership style is a pattern of behavior (words and actions) of a leader that is perceived by others (Hersey, 2014:29).

Motivation

According to you, motivation in Modern Indonesian, written by Muhammad Ali, motive is defined as cause -because which becomes the driving force for someone's actions, the basis for thoughts and opinions, something that is the main point. From the understanding of motives, it can be derived that motivation is something basic, which becomes the driving force for someone to work (Arep, 2014:217). People's motivations for working vary, some people are motivated to do something because of the money, even though sometimes the work is not legally right.

Performance

Mangkunegara (2008:9) states that "performance is the work results in terms of quality and quantity achieved by employees in carrying out their duties in accordance with the responsibilities given to them." Furthermore, according to Wilson Bangun (2012:230) who explains that "a performance management system is a process for identifying, measuring and evaluating employee performance in a company."

RESEARCH METHODS

The independent variables in this study are Leadership Style and Motivation, while the dependent variable is Performance. This study is a causal study because it aims to reveal the influence between the independent variables on the dependent variable. This study uses a quantitative approach, meaning that all data is expressed

in numbers and the analysis is based on statistical analysis. The population in this study is all employees of PT BPR Subang Gemi Nastiti (Perseroda). Sampling using the census method is 37 employees. The sampling technique in this study is total sampling. Total sampling is a sampling technique where the number of samples is equal to the population (Sugiyono, 2007). The reason for taking total sampling is because the population is less than 100, the entire population is used as a research sample (Sugiyono, 2007).

RESEARCH RESULT

In principle, this research aims to find answers to the problem formulation that has been presented in the previous section, where in essence it is to determine the influence of Leadership Style and Motivation, partially and simultaneously, on work performance. The constant is -0.628; this means that if the value of Leadership Style (X1) and Motivation (X2) is 0, then the value of Work Performance (Y') is -0.628. The regression coefficient of the Leadership Style variable (X1) is 1.450; this means that if the value of the other independent variables remains the same and the Leadership Style increases by 1%, then Work Performance (Y') will increase by 1.450. The coefficient is positive, meaning there is a positive relationship between Leadership Style and Performance, the higher the Leadership Style, the higher the employee Performance. The regression coefficient of the Motivation variable (X2) is -0.085; this means that if the value of the other independent variables remains the same and motivation decreases by 1%, then work performance (Y') will decrease by -0.085.

The coefficient is negative meaning there is a negative relationship between Motivation and Employee Performance. Based on the results of the SPSS output it can be said that the calculated F value of 155.246 > F-table 3.25 and the Sig value of 0.000 is smaller than 0.05. In the decision making of the simultaneous regression analysis test it can be concluded that the variables of Leadership Style (X1) and Motivation (X2) if tested together or simultaneously have an effect on Work Performance (Y) at PT BPR Subang Gemi Nastiti (Perseroda). Based on the results of data processing using the SPSS application program that the calculated t-value is 4.203 > t table 1.690 and the Sig value is 0.000 which is smaller than 0.05, This means that there is a partial influence between leadership style and employee performance.

Then, in the subsequent data processing, the calculation results are The calculated t-value is -0.414 < t-table 1.690 and the Sig value is 0.681 which is greater than 0.05. This means that partially there is no influence between Motivation and Employee Performance. From the results of the SPSS output analysis, R² of 0.901 is obtained, which is the determination index, namely the percentage that contributes to the influence of the suitability of Leadership Style and Motivation on the Performance of PT BPR Subang Gemi Nastiti (Perseroda) employees. R square of 0.653 shows that 90.1% of the Performance of PT BPR Subang Gemi Nastiti (Perseroda) employees is influenced by the Leadership Style and Motivation variables, while the remaining 9.9% is influenced by other factors not studied in this study. This.

CONCLUSION

Based on the first hypothesis test, the leadership style variable shows a partial significance value of $0.000 < 0.05$, leading to the rejection of H_0 , which means leadership style partially has a significant effect on employee performance at PT BPR Subang Gemi Nastiti (Perseroda). Meanwhile, the second hypothesis test reveals a significance value for motivation of $0.681 > 0.05$, resulting in the acceptance of H_0 , indicating that motivation does not partially have a significant effect on employee performance. However, the simultaneous testing yields a significance value of $0.000 < 0.05$, rejecting H_0 and demonstrating that leadership style and motivation together significantly influence employee performance.

To enhance overall performance, PT BPR Subang Gemi Nastiti (Perseroda) should focus on a better and more structured performance appraisal system, as leadership style clearly impacts employee performance. Additionally, motivation needs to be provided continuously to encourage ongoing improvements in employee work output. Finally, leadership style and motivation strategies must be applied synergistically, as data analysis confirms that their combined execution positively affects employee quality and performance.

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