

## THE INFLUENCE OF LEADERSHIP AND MOTIVATION ON EMPLOYEE PERFORMANCE

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**Abstract:** Human resources play an important role in company management. In this case that human resources are the main key that must be able to full attention to all their needs. Human resources are the driving force of the company. The progress of a company is very dependent on the human resources that exist in a company by giving authority and responsibility in managing activities. This study aims to determine the effect of leadership and motivation on employee performance at PT. Mitra Steel in Jakarta. The method used was explanatory research with a sample of 82 employees. The analysis technique uses statistical analysis with regression testing, correlation, determination, and hypothesis testing. The results of this study leadership have a significant effect on employee performance by 35.2%, hypothesis testing obtained significance 0,000 <0.05. Motivation has a significant effect on employee performance by 43.1%, hypothesis testing obtained significance 0,000 <0.05. Leadership and motivation simultaneously have a significant effect on employee performance by 52.0%, hypothesis testing obtained significance 0,000 <0.05.

**Keywords:** Leadership, Motivation, Employee Performance

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### INTRODUCTION

Human resources play an important role in company management. In this case that human resources are the main key that must be able to full attention to all their needs. Human resources are the driving force of the company. The progress of a company is very dependent on the human resources that exist in a company by giving authority and responsibility in managing activities.

Formulate the authority and responsibilities that must be achieved by the organization set with standards or benchmarks agreed upon by employees and leaders. Humans (employees) are social creatures who cannot live alone, they need each other and cooperation is an inseparable part of life and humans are individual beings who have an ego and ambition. The leader is part of the process of developing human resources, where human resources are the assets of an organization or company which, if managed properly, will provide added value to the company.

PT. Mitra Steel is a company

engaged in the sale of galvanized steel both sheets and coils. Currently, it is a distributor in several companies that produce galvanized steel with various brands and sizes of thickness as well as width and length of products.

Leadership is one of the factors that can be used as a benchmark for a person's performance. Good leadership can make the performance of the human resources or employees of the company better. One of the characteristics of a leader based on the theory of leadership traits is that one of them has a higher intelligence compared to being led.

Likewise, motivation is also an important factor that must be possessed by every employee. Every employee has various types of interests in working, innovation can be a driving force for someone to complete their tasks and responsibilities at work and someone can be happy to do their job well.

Optimal employee performance, which is good is a performance that can be measured by quantitative aspects that describe the work processes of employees who get support from the

company, supporting work conditions, able to complete tasks quickly and well, the number of errors can be minimized, the ability of resources that meet expectations and optimal quality of work. Besides that, qualitative aspects also play an important role, especially regarding the quality of work produced, timeliness, ability, and work skills as well as the ability to evaluate in organizations.

Performance appraisal for employees plays an important role in the organization, information about employee performance is obtained through performance appraisal. From the results of employee performance evaluations, it can be seen whether an employee can work well or not as seen from the assessment categories that are compared between benchmarks of organizational performance appraisal with employee performance.

Based on the background and existing problems, the authors are interested in researching with the title "The Effect of Leadership and Work Motivation on Employee Performance at PT. Mitra Steel in Jakarta"

Formulation of the problem: (1) Is there a partial effect between leadership on employee performance at PT. Mitra Steel in Jakarta; (2) Is there a partial effect between motivation on employee performance at PT. Mitra Steel in Jakarta; (3) Is there a simultaneous influence between leadership and motivation on employee performance at PT. Mitra Steel in Jakarta.

Research purposes: (1) To find out partial influence between leadership on employee performance at PT. Mitra Steel in Jakarta; (2) To determine the partial effect of motivation on employee performance at PT. Mitra Steel in Jakarta; (3) To find out the

simultaneous influence between leadership and motivation on employee performance at PT. Steel Partners in Jakarta.

According to Handoko (2015) argues that Leadership is the ability a person has to influence others to work towards their goals and objectives.

According to Maslow in Sutrisno (2016), states that motivation is the giving of a driving force that creates the excitement of one's work, so they want to work together, work effectively and be integrated with all their efforts to achieve satisfaction in work.

According to Mangkunegara (2016) the notion of performance is the work of quality and quantity achieved by an employee in carrying out their duties following the responsibilities given to him.

## METHODS

The population in this study amounted to 82 employees of PT. Mitra Steel in Jakarta. The sampling technique in this study is saturated sampling, where all members of the population are sampled. Thus the sample in this study amounted to 82 employees.

The type of research used is associative, where the aim is to find out the relationship between variables. In analyzing the data used the instrument test, classical assumption test, regression, coefficient of determination, and hypothesis testing.

## RESULTS AND DISCUSSION

### Descriptive Analysis

This test 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**

	N	Descriptive Statistics			
		Minimum	Maximum	Mean	Std. Deviation
Leadership (X1)	82	30	48	38.20	4.215
Motivation (X2)	82	30	45	38.06	3.663
Employee Performance (Y)	82	31	46	38.87	3.668
Valid N (listwise)	82				

Source: processed data (2020)

Leadership obtained a minimum variance of 30 and a maximum variance of 48 with a mean score of 3.82 with a standard deviation of 4.215. Motivation obtained a minimum variance of 30 and a maximum variance of 45 with a mean score of 3.81 with a standard deviation of 3.663. Employee performance obtained a minimum variance of 31 and a maximum variance of 46 with a mean score of 3.88 with a standard deviation of 3.668.

**Verification Analysis**

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

**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. Results of Multiple Linear Regression Testing**

Model	Coefficients <sup>a</sup>				t	Sig.
	Unstandardized Coefficients		Standardized Coefficients	Beta		
	B	Std. Error				
1 (Constant)	9.107	3.230			2.819	.006
Leadership (X1)	.302	.079	.347		3.821	.000
Motivation (X2)	.478	.091	.478		5.255	.000

a. Dependent Variable: Employee performance (Y)

Source: processed data (2020)

Based on the test results in the above table, the regression equation  $Y = 9,107 + 0,302X1 + 0,478X2$  is obtained. From the equation explained as follows:

A constant of 9,107 means that if there is no leadership and motivation, then there is an employee performance value of 9,107 points. The leadership regression coefficient of 0.302, this number is positive meaning that every time there is an increase in leadership by 0.302, employee performance will also increase by 0.302 points. The

regression coefficient of motivation is 0.478, this number is positive, meaning that every time there is an increase in motivation by 0.478, employee performance will also increase by 0.478 points.

**Correlation Coefficient Analysis**

Correlation coefficient analysis is intended to determine the degree of relationship strength of the independent variables on the dependent variable either partially or simultaneously. The test results are as follows:

**Table 3. Test Results for Leadership Correlation Coefficient on Performance Employee**

		<b>Correlations<sup>b</sup></b>	
		Leadership (X1)	Employee Performance (Y)
Leadership (X1)	Pearson Correlation	1	.594**
	Sig. (2-tailed)		.000
Employee Performance (Y)	Pearson Correlation	.594**	1
	Sig. (2-tailed)	.000	

\*\* . Correlation is significant at the 0.01 level (2-tailed).  
 b. Listwise N=82

Source: processed data (2020)

Based on the test results obtained a correlation value of 0.594 means that leadership has a moderate relationship to employee performance.

**Table 4. Test Results for Motivation Correlation Coefficient on Employee Performance**

		<b>Correlations<sup>b</sup></b>	
		Motivation (X2)	Employee Performance (Y)
Motivation (X2)	Pearson Correlation	1	.657**
	Sig. (2-tailed)		.000
Employee Performance (Y)	Pearson Correlation	.657**	1
	Sig. (2-tailed)	.000	

\*\* . Correlation is significant at the 0.01 level (2-tailed).  
 b. Listwise N=82

Source: processed data (2020)

Based on the test results obtained a correlation value of 0.657 means that motivation has a strong relationship with employee performance.

**Table 5. Simultaneous Correlation Results of Leadership and Motivation Coefficients on Employee Performance**

<b>Model Summary</b>				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.721 <sup>a</sup>	.520	.508	2.573

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

Source: processed data (2020)

Based on the test results obtained a correlation value of 0.721 means that leadership and motivation simultaneously have a strong relationship to employee performance.

**Analysis of the Coefficient of Determination**

Analysis of the coefficient of determination is intended to determine the percentage of influence of the independent variable on the dependent variable either partially or

simultaneously. The test results are as follows:

**Table 6. Test Results for the Leadership Determination Coefficient on Employee Performance**

Model	Model Summary			
	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.594 <sup>a</sup>	.352	.344	2.970

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

Source: processed data (2020)

Based on the test results obtained a determination value of 0.352 means that leadership has an influence contribution of 35.2% on employee performance.

**Table 7. Motivation Determination Test Results for Employee Performance**

Model	Model Summary			
	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.657 <sup>a</sup>	.431	.424	2.783

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

Source: processed data (2020)

Based on the test results obtained a determination value of 0.431 means that motivation has a contribution of 43.1% on employee performance.

**Table 8. Test Results for the Leadership Determination Coefficient and Motivation on Employee Performance**

Model	Model Summary			
	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.721 <sup>a</sup>	.520	.508	2.573

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

Source: processed data (2020)

Based on the test results obtained a determination value of 0.520 means that leadership and motivation simultaneously have an influence contribution of 52.0% on employee performance, while the remaining 48.0% is influenced by other factors.

### Hypothesis testing

Hypothesis testing with a t-test is used to find out which partial hypotheses are accepted.

First Hypothesis: There is a significant influence between leadership on employee performance.

**Table 9. Leadership Hypothesis Test Results on Employee Performance**

Model	Coefficients <sup>a</sup>			t	Sig.
	Unstandardized Coefficients		Standardized Coefficients		
	B	Std. Error	Beta		
1 (Constant)	19.139	3.009		6.361	.000
Leadership (X1)	.516	.078	.594	6.596	.000

a. Dependent Variable: employee performance (Y)

Source: processed data (2020)

Based on the test results in the above table, the value of t count > t table or (6.596 > 1,662) is obtained, thus the first a hypothesis proposed

that there is a significant influence between leadership on employee performance is accepted.

**Table 10. Motivation Hypothesis Test Results on Employee Performance**

Model	Coefficients <sup>a</sup>			t	Sig.
	Unstandardized Coefficients		Standardized Coefficients		
	B	Std. Error	Beta		
1 (Constant)	13.835	3.228		4.286	.000
Motivasi (X2)	.658	.084	.657	7.791	.000

a. Dependent Variable: employee performance (Y)

Source: processed data (2020)

Based on the test results in the above table, the value of t count > t table or (7.791 > 1.662) is obtained, thus the second hypothesis proposed that there is a significant influence between motivation on employee performance is accepted.

Hypothesis testing with the F test is used to find out which simultaneous hypotheses are accepted.

The third hypothesis There is a significant influence between leadership and motivation on employee performance.

**Table 11. Leadership Hypothesis Test Results and Motivation on Employee Performance**

Model	ANOVA <sup>a</sup>				Sig.
	Sum of Squares	df	Mean Square	F	
1 Regression	566.625	2	283.312	42.803	.000 <sup>b</sup>
Residual	522.900	7	6.619		
Total	1089.524	9			
		8			
		1			

a. Dependent Variable: Employee Performance (Y)

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

Source: processed data (2020)

Based on the test results in the above table, the calculated F value > F table or (42.803 > 2.710), thus the third hypothesis proposed that there is a significant influence between leadership and motivation on employee performance is accepted.

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

Leadership has a significant effect on employee performance with a correlation of 0.594 or has a moderate relationship with an influential contribution of 35.2%. Hypothesis testing obtained t value > t table or (6.596 > 1.662). Thus the first hypothesis proposed that there is a significant effect between leadership on employee performance is accepted.

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

Motivation has a significant effect on employee performance with a correlation of 0.657 or has a strong relationship with an influential contribution of 43.1%. Hypothesis testing obtained t value > t table or (7.791 > 1.662). Thus the second hypothesis proposed that there is a significant effect between motivation on employee performance is accepted.

#### **Effect of Leadership and Motivation on Employee Performance**

Leadership and motivation have a significant effect on employee performance by obtaining a regression equation  $Y = 9,107 + 0,302X_1 + 0,478X_2$ , a correlation value of 0,721, or having a strong relationship with a contribution of 52.0% while the remaining 48.0% is influenced by other factors. Hypothesis testing obtained by calculating the value of F > F table or (42.803 > 2.710). Thus the third hypothesis proposed that there is a significant effect between leadership and motivation on employee performance is accepted.

#### **CONCLUSION**

Leadership has a significant effect on employee performance with an influence contribution of 35.2%. Hypothesis testing obtained the value of t count > t table or (6.596 > 1.662). Motivation has a significant effect on employee performance with an influence contribution of 43.1%. Hypothesis testing obtained value of t count > t table or (7.791 > 1,662). Leadership and motivation have a significant effect on employee performance with a contribution of 52.0% while the remaining 48.0% is influenced by other factors. Hypothesis testing obtained F value > F table or (42.803 > 2.710).

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