

The Influence of Leadership and Work Motivation on The Performance of The Workforce in Division 1 of PT Suryabumi Agrolanggeng, Muara Enim Regency

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75.6% is influenced by other factors outside the study. Thus, it can be concluded that leadership and work motivation have a role in improving employee performance, although they are not the only factors that affect it

ABSTRACT

This study aims to test the hypothesis regarding the influence of leadership and work motivation on employee performance in Division 1 of PT. Suryabumi Agrolanggeng Muara Enim Regency. This study uses a quantitative method with a sample of 59 respondents. Data were collected through questionnaires and analyzed using multiple linear regression with the help of SPSS. The results of the study showed that partially (t-test), leadership and work motivation each had an effect on employee performance. Furthermore, based on the F test (simultaneous), leadership and work motivation together also affect employee performance. The value of the determination coefficient (R Square) of 0.244 indicates that leadership and work motivation contribute 24.4% to employee performance, while the remaining

A. INTRODUCTION

The era of globalization requires organizations, both private and government, to improve the quality of human resources (HR) as the main factor in achieving organizational goals. Human resources play an important role in carrying out the company's operational activities, so the success of the organization is greatly influenced by the ability of employees to carry out their duties effectively. Therefore, improving employee performance is one of the main focuses in HR management.

Employee performance is influenced by various factors, including leadership and work motivation. Effective leadership is able to provide direction, build good communication, and create a conducive work environment so that it can increase employee morale and work discipline. In addition, work motivation is an encouragement that encourages employees to work harder, diligently, and responsibly in completing their work.

Based on initial observations in Division 1 of PT. Suryabumi Agrolanggeng Muara Enim Regency, there are still a number of issues regarding employee performance, such as the lack of achievement of the work results targets that have been set by the company and the low level of discipline in punctuality. This condition shows the need for further research on the factors that affect employee performance.

Previous research has shown that leadership and work motivation have a significant influence on employee performance, both partially and simultaneously. Therefore, this study was conducted to analyze the influence of leadership and work motivation on employee performance in Division 1 of PT. Suryabumi Agrolanggeng Muara Enim Regency.

B. THEORETICAL STUDY

Leadership



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According to Terry (2015:153), leadership is a relationship or ability inherent in a leader, which allows him to influence, direct, and move others to want to work consciously and responsibly in accordance with the tasks he carries, so that the goals that have been set can be achieved effectively.

According to Terry (2015:153), stating that these indicators can be used as a reference to assess the success of leadership in the organization, which are as follows:

- a. Analytical Capabilities
- b. Communication skills
- c. Courage
- d. Listening ability
- e. Assertiveness

Motivation

According to Winardi (2007), motivation is an internal and external process that moves individuals so as to cause enthusiasm and perseverance in carrying out activities. Work motivation is a strength in a person, both from oneself and external influences in the form of monetary and non-monetary rewards, which can affect performance positively or negatively according to the situation faced.

According to Winardi (2007), this study emphasizes the measurement of employee potential through the work environment to increase productivity and achieve organizational goals. Motivation itself consists of three impulses of needs, namely:

- a. Needs of *Achievment*,
- b. Needs of *Affiliation*
- c. The need to power and influence others (*Needs of Power*).

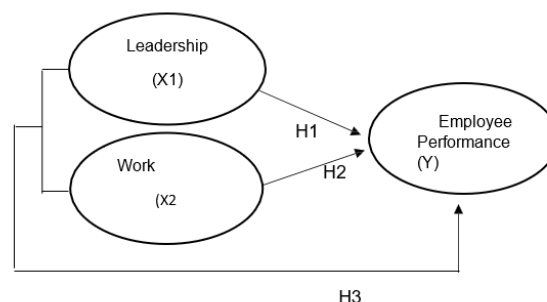
Employee Performance

According to Sedarmayanti (2012), employee performance is the results achieved by an employee, both in terms of quality and quantity of work, which reflects the real behavior and ability of the individual to carry out the responsibilities given to him, so that performance is a measure of the extent to which employees are able to meet the expectations and targets of the organization.

According to Sedarmayanti (2012), there are several indicators used to assess performance, which include various important aspects that can describe how effective and efficient a person or a group of officers in carrying out their responsibilities and obligations in the work environment.

- a. Quantity
- b. Quality
- c. Punctuality
- d. Creativity
- e. Responsibilities

Frame Of Mind



Based on the above framework, employee performance is a variable that is studied. Employee performance is influenced by leadership (X1) and work motivation (X2). In this study,

leadership and work motivation are independent variables, while employee performance is a dependent variable (bound).

This study aims to explore whether leadership and work motivation can influence employee productivity. If both increase, then employee performance is also expected to increase

Research Hypothesis

- H1 : Leadership (X1) has a positive and significant effect on employee performance (Y) in Division 1 of PT. Suryabumi Agrolanggeng Muara Enim Regency.
 H2 : Work motivation (X2) has a positive and significant impact on employee productivity (Y) in Division 1 of PT. Suryabumi Agrolanggeng Muara Enim Regency.
 H3 : Leadership (X1) and work motivation (X2) simultaneously has a positive and significant effect on the performance of employees (Y) in Division 1 of PT. Suryabumi Agrolanggeng Muara Enim Regency.

C. RESEARCH METHODS

The source of this inquiry is Division 1 of PT Suryabumi Agrolanggeng is located in Benakat District, Muara Enim Regency, South Sumatra Province. The method used in this study is quantitative. Quantitative research methods are research methods that are based on the philosophy of positivism and are used to research specific populations or samples.

The sample for this study consists of all personnel working in Division 1 of PT Suryabumi Agrolanggeng, Muara Enim Regency. The population includes all employees involved in the operational activities of Division 1 which totals 144 employees. Sample each work unit with a total of 59 and according to the results of the calculation of the Slovin Formula. The sampling technique in this study uses accidental sampling, which is a sample determination technique based on chance.

In this study, the data collection techniques used are questionnaires, observation and documentation. The data analysis technique in this study uses quantitative analysis, namely, Normality Technique, Multicollinearity, Heteroscedasticity, Simple Linear Regression, Multiple Linear Regression, Simple & Multiple Correlations, Determination Coefficients of t-Test, F Test..

D. RESULTS AND DISCUSSION

Leadership Validity Test Results (X₁)

Item Questionnaire	Correlation item which is adjusted to the total	Sig & Ita	Validity Results
1.	0,000	0,05	Valid
2.	0,000	0,05	Valid
3.	0,000	0,05	Valid
4.	0,000	0,05	Valid
5.	0,000	0,05	Valid
6.	0,000	0,05	Valid
7.	0,000	0,05	Valid
8.	0,000	0,05	Valid
9.	0,000	0,05	Valid
10.	0,000	0,05	Valid

The data analysis conducted using SPSS for Windows version 26 is presented in table above. All X₁ factor test results are considered valid because the results have a significance value of less than 0.05.



Results of the Work Motivation Validity Test (X2)

Question naire Items	Adjusted item correlation with total	Sig & Ita	Validity Results
1.	0,000	0,05	Valid
2.	0,000	0,05	Valid
3.	0,000	0,05	Valid
4.	0,000	0,05	Valid
5.	0,000	0,05	Valid
6.	0,000	0,05	Valid
7.	0,000	0,05	Valid
8.	0,000	0,05	Valid
9.	0,000	0,05	Valid
10.	0,000	0,05	Valid

The data analysis conducted using SPSS for Windows version 26 is presented in table above. All Y-factor test results are considered valid because the results have a significance value of less than 0.05.

Results of the Employee Performance Validity Test (Y)

Questionnaire Items	Adjusted item correlation with total	Sig & Ita	Validity Results
1.	0,000	0,05	Valid
2.	0,000	0,05	Valid
3.	0,000	0,05	Valid
4.	0,000	0,05	Valid
5.	0,000	0,05	Valid
6.	0,000	0,05	Valid
7.	0,000	0,05	Valid
8.	0,000	0,05	Valid
9.	0,000	0,05	Valid
10.	0,000	0,05	Valid

The data analysis conducted using SPSS for Windows version 26 is presented in table above. All Y-factor test results are considered valid because the results have a significance value of less than 0.05.

Measuring Instrument Reliability Test

No	Information	Cronbach'Alpha	Alpha Value	Results of Depth
1.	Leadership (X1)	0,602	0,60	Trusted
2.	Motivation (X2)	0,607	0,60	Trusted
3	Performance employee(Y)	0,607	0,60	Trusted

showed that *Cronbach's Alpha* value for the Leadership variable (X1) was 0.602, the Motivation variable (X2) was 0.607, and the employee Performance variable (Y) was 0.607. All three values are greater than 0.60. Thus, it can be concluded that all variables are declared reliable.

One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		59
Normal Parameters ^{a,b}	Mean	.0000000
	Std. Deviation	.04923251

Most Extreme Differences	Absolute	.083
	Positive	.083
	Negative	-.041
Test Statistic		.083
Asymp. Sig. (2-tailed)		.200c,d

The residual value is considered to be normally distributed because as can be seen in table the value is significant by the four components X1,X2, and Y which is 0.200 which is greater than 0.05.

Multicollinearity Test Results

Coefficientsa

		Collinearity Statistics	
Model		Tolerance	LIVE
1	X1	.802	1.247
	X2	.802	1.247

Based on the results of table above, it shows that the two independent variables, namely Leadership (X1) and Motivation (X2), have a Tolerance value of 0.802 (more than 0.10). Therefore, it can be concluded that the regression model under examination is free from the issue of multicollinearity.

Heteroscedasticity Test Results

Coefficientsa						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	-.717	2.707		-.265	.792
	X1	-.014	.061	-.035	-.237	.814
	X2	.073	.057	.189	1.284	.204

showing that the Leadership variable (X1) has a siignification value of 0.814 and the Motivation variable (X2) has a significance value of 0.204, both nilia are greater than 0.05, then it can be concluded that the regression model is free from heteroscedasticity symptoms.

Results of Simple Linear Regression of Variables (X1) to (Y)

Model		Unstandardized Coefficients		Standardize d Coefficients	t	Say.
		B	Std. Error	Beta		
1	(Constant)	23.648	4.589		5.153	.000
	X1	.446	.104	.494	4.293	.000

The results of the simple linear regression test above, the linear regression equation can be obtained as follows:

$$Y = a + b_1X_1$$

$$Y = 23.648 + 0.446 X_1$$

A constant value of 23.648 indicates that if leadership is worth 0, then employee performance is estimated at 23.648. The leadership regression constant of 0.446 indicates because leadership does not influence employee performance, which means that every 1-year increase in leadership will increase by 0.446 indicating that it has a positive effect.



Simple linear regression results of variables (X2) to (Y)

Coefficientsa						
		Unstandardized Coefficients		Standardized Coefficients		
Model		B	Std. Error	Beta	t	Sig.
1	(Constant)	25.550	4.117		6.206	.000
	X2	.415	.096	.497	4.324	.000

The results of the simple linear regression test above, the linear regression equation can be obtained as follows:

$$Y = a + bX_2$$

$$Y = 25.550 + 0.415 X_1$$

A constant value of 25,550 indicates that if the work motivation is 0, then the employee's performance is estimated at 25,550. The leadership regression constant of 0.415 indicates that motivation has no effect on employee performance, which means that each 1-year increase in leadership will increase by 0.415 indicating that it has a positive effect.

Results of Multiple Linear Regression Analysis

Coefficientsa						
		Unstandardized Coefficients		Standardized Coefficients		
Model		B	Std. Error	Beta	T	Sig.
1	(Constant)	17.421	4.847		3.594	.001
	X1	.308	.109	.341	2.809	.007
	X2	.289	.101	.345	2.850	.006

The results of the multiple linear regression test above, the results of the linear regression equation are obtained as follows:

$$Y = a + \beta_1 X_1 + \beta_2 X_2$$

$$Y = 17.421 + 0.308 X_1 + 0.289 X_2$$

A constant value of 17.421 indicates that if leadership and work motivation are valued at 0, then employee performance is estimated to be 17.421. A leadership regression constant of 0.308 means that every one unit increase in leadership will cause an increase in employee performance of 0.308 assuming other variables are common. Meanwhile, the work motivation regression coefficient of 0.289 shows that every one unit increase in work motivation will increase the employee performance value by 0.289 assuming other variables are fixed. Thus, Work motivation and leadership have a positive impact on employee performance.

Test Results of Simple Correlation Coefficient (X1) to (Y)

Correlations			
		X1	Y
X1	Pearson Correlation	1	.494**
	Sig. (2-tailed)		.000
	N	59	59
Y	Pearson Correlation	.494**	1
	Sig. (2-tailed)	.000	
	N	59	59

The results of the analysis showed that the correlation relationship between X1 and Y was 0.494 with the interpretation of the data of the moderate relationship between X1 and Y, which means that the two variables have a sufficient but not very strong relationship.

Test Results of Simple Correlation Coefficient (X2) to (Y)

Correlations		X2	Y
X2	Pearson Correlation	1	.497**
	Sig. (2-tailed)		.000
	N	59	59
Y	Pearson Correlation	.497**	1
	Sig. (2-tailed)	.000	
	N	59	59

The results of the analysis showed that the correlation relationship between X2 and Y was 0.497 with the interpretation of the data of the moderate relationship between X2 and Y, which means that the two variables have a sufficient but not very strong relationship.

Test Results of Multiple Correlation Coefficient (X1), and (X2) Against (Y)

Correlations		X1	X2	Y
X1	Pearson Correlation	1	.445**	.494**
	Sig. (2-Tailed)		.000	.000
	N	59	59	59
X2	Pearson Correlation	.445**	1	.497**
	Sig. (2-Tailed)	.000		.000
	N	59	59	59
Y	Pearson Correlation	.494**	.497**	1
	Sig. (2-Tailed)	.000	.000	
	N	59	59	59

The results of the analysis showed that there was a correlation relationship between X1 and X2 to Y of 0.494 and 0.497 with the interpretation of the data of the moderate relationship between X1 and X2, which means that together there is a moderate relationship with the variable Y.

Determination Coefficient Test Results

Model Summary

Model	R	R Square	Adjusted Square	R	Std. Error of the Estimate
1	.583a	.340	.316		2.18338

Based on the results of the determination coefficient test, it can be concluded that the variables of leadership (X1) and work motivation (X2) together have a fairly good ability to explain the variation in employee performance (Y). This is shown by the R value of **0.583**, which indicates a fairly strong relationship between independent variables and dependent variables. An **R-Square (R²) value of 0.340** means that leadership and work motivation are able to explain **34%** of changes in employee performance, while the **remaining 66%** are influenced by other factors not studied in this study.

In addition, the **Adjusted R Square value of 0.316** shows that after adjustments, the model is still able to explain **31.6%** of the variation in employee performance With a **relatively small Std. Error of the Estimate value of 2.18338**, The structure within that regression can be considered to have a sufficiently low level of prediction error. Therefore, this research model is considered feasible to be used to explain the influence of leadership and work motivation on employee performance.



Results of the t-test (Persial)

Model	Unstandardized Coefficients		Standardized Coefficients		t	Say.
	B	Std. Error	Beta			
1	(Constant)	17.421	4.847		3.594	.001
	X1	.308	.109	.341	2.809	.007
	X2	.289	.101	.345	2.850	.006

Based on the t-test (partial) results, it can be concluded that the variables of leadership (X1) and work motivation (X2) have a positive and significant effect on employee performance (Y). This is shown by a leadership significance value of 0.007 and work motivation of 0.006, both of which are smaller than 0.05. Thus, an increase in leadership and work motivation will be followed by an increase in employee performance, so that both research hypotheses are accepted.

Test F Results (Simultaneous)

Model	Sum of Squares			df	Mean Square F	Say.
1	Regression	137.549		2	68.774	14.427
	Residual	266.960		56	4.767	
	Total	404.508		58		

Based on the results of the F test (simultaneous), it can be concluded that leadership and work motivation together have a significant effect on employee performance. This is shown by a significance value of 0.000 (< 0.05), so the hypothesis that The finding that leadership and work motivation have a simultaneous influence on employee performance is accepted. Thus, the regression model used is considered feasible to explain the relationship between leadership variables, work motivation, and employee performance.

The Influence of Leadership (X1) on Employee Performance (Y)

From the results of hypothesis testing using the t-test, the significance value of the Leadership variable (X1) on employee performance (Y) was 0.007 which was significantly lower than 0.05, indicating that leadership has a substantial impact on employee performance at PT Suryabumi Aggrolanggeng Muara Enim Regency. This research proves that leadership has a positive and significant effect on employee performance. Therefore, companies need to continue to improve the quality of leadership through the development of leaders' competencies, improving communication skills, and implementing a leadership style that is able to build harmonious working relationships and motivate employees so that the company's goals can be achieved optimally.

This conclusion aligns with the theory proposed by Malayu S.P. Hasibuan (2016:170), which demonstrates that the way a leader influences subordinate behavior can significantly enhance work productivity, thereby enabling the achievement of organizational goals. These findings In line with the previous one carried out by Sunarsi (2018) because leadership exerts a dominant influence on employee performance at PT Global Indonesia.

Thus the first hypothesis of H1 which states that Leadership has a significant effect on employee performance is accepted.

The Effect of Work Motivation (X2) on Employee Performance (Y)

From the results of hypothesis testing using the t-test, the significance value of the variable Work Motivation (X2) to employee performance (Y) is 0.006 which is smaller than 0.05, so that the results of work motivation have a significant effect on employee performance at PT. Suryabumi Aggrolanggeng Muara Enim Regency. This research proves that leadership has a positive and significant effect on employee performance. Therefore, companies need to

continue to improve employee work motivation through rewarding achievements, opportunities to develop their careers, a conducive work environment, and support and attention from leaders. With high work motivation, employees will be encouraged to give their best performance so that the company's goals can be achieved effectively and efficiently.

This finding is in line with the theory according to Anwar Prabu Mangkunegara (2017:61) that motivation is formed from the attitude of employees in dealing with work situations in the company so that it can move employees to achieve organizational goals. The findings of this study are also similar to previous research conducted by Pawesti, R., & Wikansari, R. (2016) that partially Work Motivation has a significant influence on employee performance (Case study on administrative employees of Mercu Buana University).

Thus, the second H2 hypothesis which states that performance motivation has a significant effect on employee performance is accepted.

The Influence of Leadership and Work Motivation on Employee Performance

Based on the F test, an F-count value of 14.427 was obtained with a significance level of 0.000. Because the significance value is smaller than the real level ($0.000 < 0.05$), it can be concluded that leadership and work motivation simultaneously have a significant effect on employee performance in related agencies. Therefore, companies need to maintain a balance between implementing quality leadership and increasing work motivation through awards, career development opportunities, good communication, and the creation of a conducive work environment. Thus, the two variables can support each other in increasing employee productivity and helping companies achieve organizational goals effectively and efficiently.

This finding is similar to previous research conducted by Akbar, S. (2018) which stated that simultaneously leadership and work motivation have a significant effect on employee performance. This shows that good leadership is supported by high work motivation, then performance achievement will increase.

Thus, the third hypothesis of H3 which states that Leadership and Performance Motivation have a significant effect on the performance of the crew is accepted.

E. CONCLUSION AND SUGGESTIONS

Conclusion

Based on the results of research and discussion on the influence of leadership and motivation on employee performance at PT Suryabumi Agrolanggeng, several conclusions can be drawn as follows:

1. The value of the analysis of the t-test is that there is a leadership influence (X1) on employee performance (Y). This obtained a significant value of $0.007 < \alpha = 0.05$, it can be concluded that there is an effect on employee performance (Y). Therefore, leadership is one of the important factors that can increase work effectiveness and the achievement of the Company's goals.
2. The value of the analysis of the t-test is persimmed that there is an influence of motivation (X2) on performance employee (Y). This obtained a significant value of $0.006 < \alpha = 0.05$, it can be concluded that there is an effect on employee performance (Y). Therefore, providing the right motivation, whether in the form of awards, recognition of achievements, opportunities to develop, or support from leaders, is an important factor when optimally developing employee morale and performance.
3. Simultaneously, leadership (X1), and motivation (X2) have an effect on employee performance at PT Suryabumi Agrolanggeng. Based on the significance value of 0.000 (which is less than $\alpha = 0.05$), it can be concluded that leadership (X1) and motivation (X2) influence employee performance (Y). Therefore, these two variables are important factors that collectively contribute to enhancing employee performance and supporting the achievement of company goals.

Suggestions



The following suggestions can be given based on the results of research on the influence of leadership and motivation on employee performance at PT Suryabumi Agrolanggeng:

1. It is hoped that the management of PT Suryabumi Agrolanggeng can continue to improve the quality of leadership, such as providing clear direction, effective communication, and being able to be an example for employees so that performance can continue to improve.
2. Employees are expected to increase their work motivation from within themselves and continue to develop their abilities and skills so that the performance produced is better.
3. Employees are expected to increase discipline, responsibility, and cooperation in completing tasks according to the set targets. In addition, employees are also expected to have the motivation to continue to develop their abilities and improve the quality of work so that productivity and performance are more optimal.
4. Future researchers are advised to include other variables hypothesized to influence employee performance, such as the work environment, compensation, organizational culture, job satisfaction, or job training. Additionally, research could be conducted on different corporate sectors or subjects with a larger sample size to yield broader and more comparable results.

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