



The Influence of Leadership Style And Work Conflict On Employee Performance At PT Securindo Packatama Indonesia, Kalibata City Branch

Lucia Maduningtias¹⁾; Muhamad Akmal²⁾; Muhamad Kevyn³⁾;
Muhamad Gilfon⁴⁾; and Arsy Anjani⁵⁾

Universitas Pamulang, Indonesia

E-mail: ^{a)}13akmal1@gmail.com; ^{b)}another_author@madulucia77@gmail.com

^{c)}another_author@defisarsy@gmail.com

Abstract: Based on the research background that has been described, the authors are interested in conducting research with the title "The Influence of Leadership Style and Work Conflict on Employee Performance at PT. Securindo Packatama Indonesia Kalibata City Branch, To find out the leadership style and work conflict have a significant effect on the performance of employees at PT. Securindo Packatama Indonesia Kalibata City Branch. The research approach used is descriptive quantitative research. The purpose of quantitative descriptive research in this study was to determine the effect of leadership style and work conflict on employee performance at PT. Securindo Packatama Indonesia Kalibata City Branch. There is a significant influence between leadership style on employee performance at PT. Securindo Packatama Indonesia Kalibata City Branch. There is a significant influence between work conflict on employee performance at PT. Securindo Packatama Indonesia Kalibata City Branch. Based on the research, showing that leadership style (X1) and work conflict (X2) on employee performance (Y) obtained the regression equation $Y = 27.438 + 0.281X1 - 0.002X2$. The value of the correlation coefficient or the level of influence between the independent variables and the variables obtained is 0.381 (X1) and -0.054 (X2), meaning that the leadership style variable (X1) and work conflict (X2) have a low level of relationship to employee performance. For further researchers, it is recommended to analyze the problem more deeply so that the results obtained are also maximal. There are many different leadership styles and work conflicts in each company that can affect performance. or further reference.

Keywords: Leadership style, Work conflict, Employee Performance

INTRODUCTION

In the current era of globalization, Indonesian people emphasize the problem of human resources in the development period or more specifically in improve the quality of human resources so that they can become the central point National development. The development of the business world cannot be separated from human resource development in it. Human Resources become very important for the survival of a company in an effort to achieve company goals. Human resources in every the company becomes the main resource in addition to various other resources other. This is because humans are the main actors who will mobilize the relevant resources. Therefore, in managing these various

resources, human resources must quality. If existing resources are not followed by resource competence human resources, will be in vain because it cannot be managed and put to good use.

PT. Securindo Packatama Indonesia or called Safe Parking is a service provider and parking management company. The company's goal is to maintain and strengthen partnership relationships through 2 aspects of operational services in the parking area. In a division at A company needs a management structure that will regulate management of all work carried out in the field. For that, we need the right leadership style to solve a problem or work conflict to create performance good and optimal. Employees must get the attention of leaders company, because the decreased performance of employees can affect the company as a whole. Therefore, leaders must provide enthusiasm, inspiration, or setting a positive example in behaving employee. Based on the background of the research that has been described, then the author is interested in conducting research with the title "The Influence of Style" Leadership and Work Conflict on Employee Performance at PT. Securindo Packatama Indonesia Kalibata City Branch".

LITERATURE REVIEW AND HYPOTHESES DEVELOPMENT

Management in a broad sense has the meaning of: planning, organizing, directing and controlling resources organizational resources to achieve goals effectively and efficiently. Understanding management in general is the science and art of organize, manage, and coordinate which aims to take an action to achieve a goal. As for understanding management proposed by experts. Human resources are one of the important assets and therefore must be managed carefully and in line with the needs of the organization. According to Hasibuan in Istiqomah Q.F (2018:118) says "Human resource management is a science and art that regulates the relationship and role of the workforce to be effective and efficient to help realize the goals of the company, employees and society". Referred to A.F Stoner in Lijan Poltak Sinambela (2019:8) "Human resource management is an ongoing procedure that aims to provide an organization or organization with the right people to be placed in the right positions and positions when the organization needs them". Moreover, Lijan Poltak Sinambela (2019:7) "HR management can be defined as a management and utilization of resources that exist in individuals. It was stated that HRM is a planning, organizing, organizing, implementing and supervising the procurement, development, provision of remuneration, integration, maintenance, and separation of workers in order to achieve organizational goals. According to Mondy and Noe in Sri Larasati (2018: 6) defines "Human resource management as the utilization of human resources to achieve organizational goals". Based on Malay S.P. Hasibuan in Sri Larasati (2018:6) explained that "HR is the science and regulates relationships" and the role of the workforce to be effective and efficient in helping the realization of the goals of the company, employees, and society. Gibson in Harun Samsuddin (2018:37) stated that "Style" leadership is the way a leader does in influencing the behavior and thoughts of subordinates so that able to carry out their duties in an effort to achieve goals organization". According to Ekawarna (2018:24) "Organizational conflict is circumstances brought about by opposition or necessity, values, and actual perceived importance between people who work together.". Mathis and Jackson in Harun Samsuddin (2018:75) states that "Performance is basically what done and not done by employees.

Previous research is research that is used as reference material in enriching the study material in this study. One of the references that used by the author in the preparation of research so that the author can multiply the theory used, and aims to find out the results has been carried out by previous researchers, as well as material for comparison and an overview that can support the next similar research activities.

METHODS

This research uses quantitative research. Research methods Quantitative research can be interpreted as a research method based on philosophy positivism, used to examine a particular population or sample, sampling is generally done randomly, data collection using

research instruments, data analysis is quantitative/statistical with the aim of testing the established hypothesis. Moreover, the research approach used is descriptive quantitative research. The purpose of quantitative descriptive research in this study was to determine the effect of leadership style and work conflict on employee performance at PT. Securindo Packatama Indonesia Kalibata City Branch.

Research Place

The research conducted by the author was carried out at PT. Securindo Packatama Indonesia Kalibata City Branch located at Jalan Kalibata Raya Number 1, Rawa Jati, Pancoran, South Jakarta, code post 12750.

Research time

Time of research and data collection this research begins from May 2021. The steps the author took in Collecting data in this research is carried out in stages starting from with the preparation of proposals, observations, thesis proposal seminars, revisions thesis proposal, instrument making, instrument distribution (questionnaire), data processing and thesis preparation.

CONCLUSION

Based on the descriptions in previous chapters and from the results of the analysis and discussion of the influence of leadership style and work conflict on employee performance are as follows. First, Leadership style has a positive effect on employee performance at PT. Securindo Packatama Indonesia Kalibata City Branch. By equation regression $Y = 27.362 + 0.281 X_1$, the correlation coefficient value is 0.381, meaning leadership style on employee performance has a high level of relationship low. Positive test because $t_{count} > t_{table}$ or $(3.137 > 2.001)$ and because of the significance $(0.003 < 0.05)$, meaning that H_1 is accepted. Then you can it can be concluded that there is a significant effect of leadership (X_1) on employee performance (Y) at PT. Securindo Packatama Indonesia Kalibata City Branch. Second, work conflict has a negative effect on employee performance at PT. Securindo Packatama Indonesia Kalibata City Branch. By equation regression $Y = 39,846 - 0,031 X_2$, the correlation coefficient value is 0,054 means Work conflict on employee performance has a very high level of relationship low. The test is negative because $t_{count} < t_{table}$ or $(0.028 < 2.001)$ and because of the significance $(0.977 > 0.05)$, meaning that H_2 is rejected. Then so can concluded that there is no significant effect of conflict work (X_2) on employee performance (Y) there is PT. Securindo Packatama Indonesia Kalibata City Branch. Finally, leadership style and work conflict get the regression equation $Y = 27.438 + 0.281 X_1 - 0.002 X_2$. The correlation coefficient value is 0.381 (X_1) and -0.054 (X_2) means that the two variables have a low relationship until very low with coefficient of determination and contribution of influence simultaneous 14.5% while the remaining 85.5% is influenced by another factor. Hypothesis test obtained value $F_{count} (5.020) > F_{table} (3.15)$, meaning.

ACKNOWLEDGEMENT

The authors are very grateful to PT. Securindo Packatama Indonesia Kalibata City Branch. and the Head of the Postgraduate Masters Program in Management. Universitas Pamulang (UNPAM) who has provided support for the writing of this journal. The authors are also very appreciative to Dr. Taswanda Taryo who has thoroughly reviewed this paper. Finally, the authors sincerely hope that the journal will be useful for students and universities.

REFERENCES

- Monochromatic. (2018). Conflict and Stress Management. (First Printing). Jakarta: Earth Literature.
- Larasati, S. (2018). Human Resource Management. Yogyakarta: Depublish.
- Samsuddin, H. (2018). Employee Performance Overview of the Style Dimension Leadership, Organizational Culture and Organizational Commitment. (Edition First). Sidoarjo: Indomedia Pustaka.

- Sinambela, L. P. (2019). Human Resource Management: Team Building Solid Work to Improve Performance. Jakarta: Earth Literacy.
- Siregar, S. (2020). Quantitative Research Methods Equipped with Comparison Manual Calculation & SPSS. Jakarta: Prenadamedia Group.
- Sugiyono. (2019). Quantitative, Qualitative, and R&D Research Methods. Bandung: Alfabet.
- Wahyudi & Hidayat, W. (2018). Conflict and Stress Management in Organizations Practical Guide for Visionary Leaders. Bandung: Alfabeta, cv.
- Dalimunthe, H. (2018). The Influence of Leadership Style and Work Motivation Against the Performance of Salt Packaging Business Employees. *Concept Journal Business and management*, 5(1):54-62
- Faidi, H., & Handini, S. (2018). The Effect of Conflict, Work Stress and Style Leadership Against Employee Performance PT. Arina Parama Jaya Division Sales in Gresik, East Java. *Journal of the Faculty of Economics, University of Dr. Soetomo*, 26(1).
- Fajrin, I, Q., & Susilo, H. (2018). Influence of Leadership Style on Performance Employees Against Employee Performance With Work Motivation As Intervention Variables (Study on Employees of Kebon Agung Sugar Factory Poor). *Journal of Business Administration*, 61(4), 117-124