



The Effect Of Leadership On Employee Performance at PT. Stella Satindo In Jakarta

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Abstract: This research aims to determine the effect of leadership on employee performance at PT. Stella Satindo in Jakarta. The method used is explanatory research with a sample of 54 respondents. The analysis technique uses statistical analysis with regression testing, correlation, determination and hypothesis testing. The results of this research, the leadership variable obtained an average score of 3.75 with good criteria. Employee performance variables obtained an average score of 3.88 with good criteria. Leadership has a positive and significant effect on employee performance with the regression equation $Y = 13.715 + 0.670X$, and a correlation coefficient value of 0.817 or has a very strong level of relationship with a determination value of 66.7%. Hypothesis testing obtained a significance of $0.000 < 0.05$.

Keywords: Leadership, Employee Performance.

INTRODUCTION

1. Background

In this era of globalization in Indonesia, many new businesses have sprung up, the emergence of these companies is expected to increase the extent of employment for the Indonesian people, on the other hand it is impossible for companies to operate their activities without humans, because the human labor factor plays an important role in achieving company goals. achieved by the company will not be separated from the role and fairness of each employee who is the driving force of the life of the organization, so that the conditions of the employees, if the employee has a burden of problems that can

hinder the company's performance, the leadership can immediately reduce and resolve the employee's burden, especially regarding the motivation that should be managed. fully sustainably so as not to hinder the company's performance. Every leader has a different behavior in leading his followers, this behavior is called leadership.

Leadership is a comprehensive pattern of the actions of a leader, both visible and invisible to his subordinates. Leadership describes a consistent philosophy, skills, traits and attitudes that underlie one's behavior. Leadership will show directly about a leader's belief in the abilities of his subordinates. Leadership itself is a pattern of behavior that is displayed as a leader when trying to influence the behavior of others. Because the behavior shown by subordinates is basically the response of the subordinates to their leadership.

Based on pre-research observations conducted by researchers, there are several deficiencies or gaps between ideal conditions and real conditions that exist in the field between employee performance so far as an implementation of the shortcomings between leadership factors and existing employee work motivation.

In this case PT. Stella Satindo annually conducts an assessment of the leadership that runs in a period. The following are the leadership assessments conducted in 2019:

Table of Leadership Assessment Data of PT. Stella Satindo in 2019

| Elements | Target | Percentage | Interpretation |
|-----------------------------------|--------|------------|----------------|
| Clarity in giving instructions | 100% | 65% | Adequate |
| Ability to motivate subordinates | 100% | 50% | Poor |
| Teamwork | 100% | 75% | Good |
| Ability to provide direction | 100% | 65% | Adequate |
| Ability to innovate | 100% | 65% | Adequate |
| Communication with subordinates | 100% | 50% | Bad |
| Receive criticism and suggestions | 100% | 75% | Good |
| Protect subordinates as partners | 100% | 70% | Adequate |
| Average | 100% | 64% | Moderate |

Note: <50% = Bad, 51-60% = Poor, 61-70% = Adequate, 71-80 = Good, 81-100% = Excellent.

From the table above, it shows that the assessment of the elements of leadership, the percentage value is very diverse. Motivation and communication scored very poorly at only 50%. From these results, none of the assessment items reached the very good category, this means that the existing leadership must be evaluated in order to work well.

As needed to measure the success of a company, not only through the calculation of ratios but through other broader things. This word performance in Indonesian means display. Performance is a manifestation of work performed by employees which is usually used as a basis for appraising employees or organizations, so it is necessary to make efforts to improve performance.

Leadership can affect employee performance, because in carrying out their duties, leaders need to pay attention and be supervised so that employees work well. Therefore, leadership and motivation are very important in this company, so that there is supervision and encouragement for employees in carrying out work.

In this case the performance appraisal for employees plays an important role in the organization, information about employee performance is obtained through performance appraisals. From the results of the employee performance evaluation, it can be seen whether an employee can work well or not as seen from the assessment category that is compared between the organizational performance appraisal benchmarks and employee performance.

Based on the author's observations at PT. Stella Satindo, there are several problems that can affect employee performance, including workload and job satisfaction. From the results of pre-research conducted, regarding the performance at PT. Stella Satindo, shows a downward trend. Following are the results of the evaluation of employee performance appraisal in the form of target achievement at PT. Stella Satindo, period 2016 to 2019:

Table of Sales Performance Achievement Data
Period 2016 - 2019

| Period | Number of Employees | Target | Achievement | Percentage |
|--------|---------------------|------------|-------------|------------|
| 2016 | 50 | 12,765,000 | 11,871,450 | 93% |
| 2017 | 52 | 13,214,000 | 12,553,300 | 95% |
| 2018 | 55 | 15,472,000 | 14,543,680 | 94% |
| 2019 | 54 | 15,860,000 | 14,274,000 | 90% |

Based on the data table above, it shows that the achievement of production in 2016 was 93%. In 2017 it was 95%, In 2018 it was 94%, lastly in 2019 it was 90%. This shows that the achievement of employee sales targets is low, because it does not reach the target desired by the company.

Based on the problems that occurred, the researcher took the title Influence of Leadership on employee performance at PT. Stella Satindo in Jakarta.

2. Formulation of The Problem

- How is the leadership at PT. Stella Satindo in Jakarta?
- How is the performance of employees at PT. Stella Satindo in Jakarta?
- Is there any influence between leadership on employee performance at PT. Stella Satindo in Jakarta?

3. Research Purposes

- To determine the condition of leadership at PT. Stella Satindo in Jakarta.
- To find out the performance conditions of employees at PT. Stella Satindo in Jakarta.
- To determine the effect of leadership on employee performance at PT. Stella Satindo in Jakarta.

METHODS

1. Population

The population in this research amounted to 54 respondents PT. Stella Satindo in Jakarta.

2. Sample

The sampling technique in this research was saturated samples, where all members of the population were used as samples. Thus the sample in this research the sample used amounted to 54 respondents.

3. Type of Research

The type of research used is associative, where the goal is to find out or find the relationship between the independent variable and the dependent variable.

4. Data Analysis Method

In analyzing the data used validity test, reliability test, simple linear regression analysis, correlation coefficient analysis, determination coefficient analysis and hypothesis testing.

RESULT AND DISCUSSION

1. Descriptive Analysis

In this analysis, it is used to determine the highest minimum and maximum score, the rating score and the standard deviation of each variable. The results are as follows:

Table 1. Results of Descriptive Statistics Analysis

| Descriptive Statistics | | | | | |
|--------------------------|----|---------|---------|-------|----------------|
| | N | Minimum | Maximum | Mean | Std. Deviation |
| Leadership (X1) | 54 | 30 | 49 | 37.54 | 4.120 |
| Employee Performance (Y) | 54 | 30 | 47 | 38.85 | 3.378 |
| Valid N (listwise) | 54 | | | | |

Leadership obtained a minimum variance of 30 and a maximum variance of 49 with a rating score of 3.75 with a standard deviation of 4,120. This score is included in the scale range from 3.40 to 4.19 with good or agree criteria.

Employee performance obtained a minimum variance of 30 and a maximum variance of 47 with a rating score of 3.88 with a standard deviation of 3.378. This score is included in the scale range from 3.40 to 4.19 with good or agree criteria.

2. Verification Analysis

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

a. Simple 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. Simple Linear Regression Analysis Results

| Coefficients ^a | | | | | |
|---------------------------|-----------------------------|------------|---------------------------|--------|------|
| Model | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
| | B | Std. Error | Beta | | |
| 1 (Constant) | 13.715 | 2.478 | | 5.534 | .000 |
| Leadership (X) | .670 | .066 | .817 | 10.202 | .000 |

Based on the test results in the table above, the regression equation $Y = 13.715 + 0.670X$ is obtained. From this equation it is explained as follows:

a. A constant of 13,715 means that if there is no leadership, then there is an employee performance value of 13,715 points.

b. The leadership regression coefficient is 0.670, this number is positive, meaning that every time there is an increase in leadership of 0.670 points, the employee's performance will also increase by 0.670 points.

b. Correlation Coefficient Analysis

The correlation coefficient analysis is intended to determine the degree of strength of the relationship between the independent variable and the dependent variable. The test results are as follows:

Table 3. The Results of Leadership Correlation Coefficient Analysis on Employee Performance.

| | | Leadership (X1) | Employee Performance (Y) |
|--------------------------|---------------------|-----------------|--------------------------|
| Leadership (X1) | Pearson Correlation | 1 | .817** |
| | Sig. (2-tailed) | | .000 |
| Employee Performance (Y) | Pearson Correlation | .817** | 1 |
| | Sig. (2-tailed) | .000 | |

Based on the test results obtained a correlation value of 0.817 means that leadership has a very strong relationship with employee performance.

c. Coefficient of Determination Analysis

Coefficient of determination analysis is intended to determine the percentage of influence of the independent variable on the dependent variable. The test results are as follows:

Table 4. Coefficient of Determination Analysis Results of Leadership on Employee Performance.

| Model Summary | | | | |
|---------------|-------------------|----------|-------------------|----------------------------|
| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
| 1 | .817 ^a | .667 | .660 | 1.968 |

Based on the test results, it was found that the value of determination was 0.667, meaning that leadership had an influence contribution of 66.7% on employee performance, while the remaining 33.3% was influenced by other factors that were not carried out by the research.

d. Hypothesis Testing

Hypothesis testing with the t test is used to determine which hypothesis is accepted.

Hypothesis formulation: There is a significant effect between leadership on employee performance.

Table 5. Hypothesis Test Results of Leadership on Employee Performance.

| Coefficients ^a | | | | | |
|---------------------------|-----------------------------|------------|---------------------------|--------|------|
| Model | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
| | B | Std. Error | Beta | | |
| 1 (Constant) | 13.715 | 2.478 | | 5.534 | .000 |
| Leadership (X) | .670 | .066 | .817 | 10.202 | .000 |

Based on the test results in the table above, the t value > t table or (10,202 > 2,007) is obtained, thus the hypothesis that there is a significant effect between leadership on employee performance is accepted.

DISCUSSION OF RESEARCH RESULTS

1. Conditions of Respondents' Answers to Leadership Variables

Based on the respondents' answers, the leadership variable obtained a rating score of 3.75 in the scale range from 3.40 to 4.19 with good or agree criteria.

2. Conditions of Respondents' Answers to Employee Performance Variables

Based on the respondents' answers, the employee performance variable obtained a rating score of 3.88 in the scale range from 3.40 to 4.19 with good or agree criteria.

3. The Effect of Leadership on Employee Performance

Leadership has a significant effect on employee performance with the regression equation $Y = 13.715 + 0.670X$, the correlation value is 0.817 or has a very strong relationship with the influence contribution of 66.7%. Hypothesis testing obtained t value $>$ t table or $(10,202 > 2,007)$. Thus the hypothesis proposed that there is a significant effect between leadership on employee performance is accepted.

CONCLUSIONS

1. The leadership variable obtained a rating score of 3.75 on a scale range of 3.40 - 4.19 with good or agree criteria.
2. The employee performance variable obtained a rating score of 3.88 in the scale range from 3.40 to 4.19 with good or agree criteria.
3. Leadership has a significant effect on employee performance with the regression equation $Y = 13.715 + 0.670X$, the correlation value is 0.817 or very strong and the influence contribution is 66.7% while the remaining 33.3% is influenced by other factors. Hypothesis test obtained t value $>$ t table or $(10,202 > 2,007)$.

SUGGESTIONS

1. Leadership variable, the weakest statement is the statement "Leaders always give different treatment to employees" which only reaches a score of 3.80, although it is included in the good category, but to be even better, the company must generalize attitudes, encourage employees to have innovation, establish good communication with employees and pay more attention or supervise employees so that employee performance will be more developed and able to achieve goals.
2. Employee performance variable, the weakest statement is "Employees are always present on time" which only reaches a score of 3.73, although it is included in the good category, but to be better the company must pay attention to employees and encourage employees to have responsibility in carrying out work. .
3. For the next researcher, it is necessary to carry out relevant research by improving the indicators that are still not good or by adding to the question indicators and the number of research respondents so that it will be better known which variables have the most positive contribution to the company.

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