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ANALYSIS OF INFLUENCE OF LEADERSHIP AND MOTIVATION TO WORK ON THE PERFORMANCE OF EMPLOYEES PT. TRADING COMPANY INDONESIA (Persero) CAB. LAMPUNG

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ABSTRACT

The current conditions in PT. Trading Company Indonesia (Persero) Cab. Lampung, where the employee's performance is still not optimal due to the leadership of the lack of attention to its employees and the low mativasi employee. This study aimed to determine the effect of leadership on employee performance, the effect of work motivation on employee performance, leadership and motivation influence on employee performance PT. Trading Company Indonesia (Persero) Cab. Lampung, This type of research used in this research is quantitative research. Data collection techniques used were interviews, questionnaires, observations. The population in this study are employees PT. Trading Company Indonesia (Persero) Cab. Lampung which amounts to 102 employees. The sampling technique in this study using a systematic sampling technique with a sample size that is 51 respondents. Analysis of data using multiple linear regression t test and F . The results of the analysis produces a value of determination coefficient R = 0.872 and R Square .760, In the t-test probability variables Leadership produce sig 0.000 <0.005 or 9.671 t> t table 1.676, t-test probability variables Work Motivation produce sig 0.000 <0.005 or 11,583 t> t table 1.676. This study therefore shows that there is no significant influence on Employee Performance Leadership, Motivation Work on the Performance of Employees. While the F test obtained Fhitung76.137 > Ftabel 3.19 or sig 0.000 <0.05. Then the results of the study indicate that there is no significant influence on the Labor Leadership and Motivation Employee Performance PT. Trading Company Indonesia (Persero) Cab. Lampung,

Keywords: Leadership, Work Motivation and Performance

INTRODUCTION

In the organization of employee performance is one of the most important elements. Every organization has agreed objectives. In order to achieve organizational objectives must not be separated from the role of human resources in both the drive and determine the course of an organization. Human resources in the company should continue to be developed, because unlike the machines are always doing the same activity every time, man has always experienced growth and change that there will pose a challenge to be faced with a fine. Besides human resources also have a variety of needs to be met. The desire to meet this need is seen as a driving force someone to do something, including doing the work. Employees with high performance will increase the life of the organization or company. According to Widodo (2015, p.131) defines that the performance is part of the employee results in terms of both quality and quantity based on the standard of work that has been determined. Thus we need a motivator for employees in the form of fulfilling the needs of physical and non-physical. With the fulfillment of the needs of the employee will be willing to work and do their job properly. According Priansa June Doni (2014, p.200) defines that motivation is the behavior and the factors that influence employees to behave on the job. For that we need a boost for employees in carrying out activities in a company. 131) defines that the performance is part of the employee results in terms of both quality and quantity based on the standard of work that has been determined. Thus we need a motivator for employees in the form of fulfilling the needs of physical and non-physical. With the fulfillment of the needs of the employee will be willing to work and do their job properly. According Priansa June Doni (2014, p.200) defines that motivation is the behavior and the factors that influence employees to behave on the job. For that we need a boost for employees in carrying out activities in a company. 131) defines that the performance is part of the employee results in terms of both quality and quantity based on the standard of work that has been determined. Thus we need a motivator for employees in the form of fulfilling the needs of physical and non-physical. With the fulfillment of the needs of the employee will be willing to work and do their job properly. According Priansa June Doni (2014, p.200) defines that motivation is the behavior and the factors that influence employees to behave on the job. For that we need a boost for employees in carrying out activities in a company. Thus we need a motivator for employees in the form of fulfilling the needs of physical and non-physical. With the fulfillment of the needs of the employee will be willing to work and do their job properly. According Priansa June Doni (2014, p.200) defines that motivation is the behavior and the factors that influence employees to behave on the job. For that we need a boost for employees in carrying out activities in a company. Thus we need a motivator for employees in the form of fulfilling the needs of physical and non-physical. With the fulfillment of the needs of the employee will be

willing to work and do their job properly. According Priansa June Doni (2014, p.200) defines that motivation is the behavior and the factors that influence employees to behave on the job. For that we need a boost for employees in carrying out activities in a company.

In addition, one leader that affect indispensable in a company. Leaders must be flexible in understanding any potential possessed by each employee and the various problems faced .According Veithzal Rival (2014, p.2) defines that: Leadership is a behavior with a specific purpose to influence the activities of the members of the group to achieve a common goal which is designed to give the benefit of individuals and organizations, so that in an organization kepemimpinan is a very important factor in determine the achievement of the goals set by the organization. In a good company employee's poor performance can be influenced by various factors which will be considered in this study are leadership and motivation. Where is the leadership and motivation can affect the performance of employees within a company. The success of an organization is inseparable from the quality of its leader, for a quality leader was able to utilize existing resources within the company, have the ability to direct the activities of subordinates they lead, in anticipation of any changes that occur suddenly, it can correct any deficiencies No, able to bring the organization to the agreed objectives within a predetermined time period.

PT. Trading Company Indonesia (Persero) Cab. Lampung is located at Jl. Sudirman 22 Enggal, Bandar Lampung established on March 31, 2003. PT. Trafficking of Indonesian companies, also known as "ITC" stands for "Indonesia Trading Company" is the only state-owned trading company in Indonesia. PT PPI engaged in general trading include export, import, and distribution which is a merger of three companies Niaga, PT. Tjipta Niaga (Persero), PT. Dharma Niaga (Persero) and PT. Pantja Niaga (Persero) which is effective from March 31, 2003 by the Indonesian Government Regulation No. 22, 2003. Implementation of the merger of three former state-owned Commercial intended to improve management efficiency, maximize profits, business integration and increase the ownership of assets. While the vision of PT. Indonesian Trade Company is "Trading Company Being competitive, qualified, competent, and sourcing and marketing network at home and abroad. While the Mission PT. Trafficking of Indonesian company is "Conducting general trading deal with diverse products of the highest quality, will trading transactions locally and across the country, provide a complete and competitive service to its customers, satisfy the expectations of all stakeholders. PT. Vendor of Trade of Indonesia is committed to develop human resources and technology to achieve the mission ". For the sake of the company's goals are met,

Based on observations conducted authors obtained data on the number of employees PT. Indonesian Trade Company. Cab Lampung as many as 102 employees were divided into several dapertemen, namely Dapertemen Finance, Personnel and General, Marketing, Engineering, Logistics / Procurement, and Purchasing. As well as the authors observed over the past few months there is an undesirable symptoms by the company which found some of its employees to do the job shows the low motivation of employees and do not work as expected by PT. Indonesian Trade Company. Cab Lampung. With frequent errors and delays as well as indiscipline employees who lead work processes in accordance with a predetermined. By looking at the low motivation of the employees that it is marked with are employees who do not heed the rules - the rules that exist and perform actions that they should not do as the delay in completing, came out during working hours for personal matters and were not present during working hours with affairs are not so important, especially for activities PT. Indonesian Trade Company. Cab Lampung, The incident would be very detrimental to the activity of the company.

In addition, the leadership of the PT. Indonesian Trade Company more likely to have the type of autocratic leadership. characterized by the demands of the leadership of the company to its employees in order to complete the job quickly, and their excessive workload imposed on the employee. With the events would lead to low employee motivation and affect employee performance. Based on table 1.1 of the target PT. Commerce Company Indonesia (Persero) Cab. Lampung in 2014 experienced a fluctuating every month and the average - average achievement of each month to reach 78.66%. The achievement is still not meet the wishes of the company, which PT. Trading Company Indonesia (Persero) Cab. Lampung target a minimum of the average - average achievement of the target of 80%. Based on data from Table 1.2 it can be seen that the employee's performance in 2014 is not optimal from the number of employees as many as 102 employees, employee performance PT. Trading Company Indonesia (Persero) Cab. Lampung still has not reached the target for desired by the company, where the company is targeting at least 80% of employee performance or receive value B / performance Good.

Based on the background mentioned above description, the authors are interested in conducting research entitled "Analysis of Effect of Leadership and Work Motivation on Employee Performance at PT. Trading Company Indonesia (Persero) Cab. Lampung

LITERATURE REVIEW

In this research then the writer takes a few previous research namely:

1. The Influence of Organizational Culture and Motivation on Employee Performance of the Lampung Provincial Forestry Service (Mardi Suseno, 2013) The results of this study indicate that organizational culture has a significant effect on performance, motivation has a significant effect on performance and organizational culture and motivation has a significant effect on performance
2. The influence of leadership style, motivation and work discipline on the performance of employees of PT. Bank Muamalat Indonesia, Tbk Bandar Lampung Branch Office (Galuh Unyiansyah, 2015) The results of this study indicate that leadership style has a significant effect on performance, leadership has a significant effect on performance, work discipline has a significant effect on performance and leadership style, motivation and work discipline have a significant effect on performance.

RESEARCH METHOD

This type of research used in this research is quantitative research. Data collection methods used are interviews, questionnaires, observations. The population in this study are employees PT. Trading Company Indonesia (Persero) Cab. Lampung which amounts to 102 employees. The sampling method in this study using a systematic sampling technique with a sample size that is 51 respondents. Analysis of data using multiple linear regression and t test and test hypotheses F.

FINDINGS AND DISCUSSION

Using a multiple linear regression the model summary stating test this assumption has a significant influence and the results obtained nuse values of correlation coefficient (R) of 0.872 which indicates the level of closeness between variables is very high. Determinant coefficient R² (R square) of 0.760. Shows that the performance (Y) is influenced by the leadership (X1), work motivation (X2), amounting to 76.0%, while the remaining 34.0% is influenced by factors / other variables. Hypothesis testing is the result of multiple linear regression calculation and testing of the hypothesis with t test and F as follows:

1. Effect of Leadership (X1) to Performance (Y)
Based on the results of tests carried out showed that there was a significant effect of leadership factor (X1) to performance employee (Y) PT. Trading Company Indonesia (Persero) Cab. Lampung. This is evidenced by the table 4:18 that $t > t$ table, with a value of 9.671 t count

greater than 1,676 or probability $t_{table} sig\ 0.000 < 0.05$, this result means that H_0 refused and H_a accepted. This means that there is significant relationship between leadership on the performance of employees. Thus, if we increase the leadership variable (X_1) will result in improved performance of employees (Y), in other words increasing Leadership will be increasing employee performance and vice versa. This leadership influence in line with the theory put forward by Sudarwan Danim (2012, p.200)

2. The influence of work motivation (X_2) on Performance (Y)

Based on the results of tests carried out showed that there was a significant effect of factors work motivation (X_2) to performance employee (Y), Trading Company Indonesia (Persero) Cab. Lampung. This is evidenced by the table 4.19 that $t > t_{table}$, with 11,583 t values greater than 1,676 or probability $t_{table} sig\ 0.000 < 0.05$, this result means that H_0 refused and H_a accepted. This means that there is significant relationship between work motivation on employee performance. Thus, if we increase the variable work motivation (X_2) will result in improved performance of employees (Y), in other words, increasing the accuracy of work motivation will be increasing employee performance and vice versa. Influence of Work Motivation is consistent with the theory put forward by Doni June Priansa (2014, p.200) that the motivation is the behavior and the factors that influence employees to behave on the job. Merupakan work motivation process that shows the individual intensity, direction,

3. Effect of Leadership (X_1) and work motivation (X_2) on Performance (Y)

Based on the results of tests carried out showed that there was a significant effect of leadership factor (X_1) and work motivation (X_2) to performance employee (Y), Trading Company Indonesia (Persero) Cab. Lampung. This is evident with 4:20 table is obtained $F_{hitung} 76.137$ while the value $F_{tabel} (\alpha\ 0.05)$ with $(n - k = 51 - 3 = 48, k - 1 = 3 - 1 = 2)$ is 3.19. Thus $F_{hitung} 76.137 > F_{tabel} 3.19$ or $sig\ 0.000 < 0.05$ This result means that H_0 is rejected and H_a accepted.

This means that there is significant relationship between leadership (X_1) and work motivation (X_2) to performance Employees (Y). In other words, the X_1 and X_2 influence significance to Y .

CONCLUSION

Based on the results of data analysis and hypothesis testing that has been done, the conclusions of this study include:

1. Based on t test hypothesis testing Leadership independent factors have an influence on performance employee PT. Trading Company Indonesia (Persero) Cab. Lampung, Which means that existing leadership has formed quite well.
2. Based on testing hypotheses independent t test work motivation factors have an influence on performance employee PT. Trading Company Indonesia (Persero) Cab. Lampung, Which means Work Motivation Employees that have so far been pretty good shape.
3. Based on F test hypothesis testing Leadership and Work Motivation factors have an influence on the performance of Employees PT. Trading Company Indonesia (Persero) Cab. Lampung, This is due to all these factors reinforce each other so that there was synergy generated to increase employee performance

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