

The Effect of Leadership Style and Work Motivation on Employee Performance In Sout Jakarta Publik Accountants

Siska Yunanti

Human Resource Management Study Program, Pamulang University, Pamulang ,
Indonesia

Received: 1 April 2023
Revised: 9 April 2023
Accepted: 21 April 2023

Abstract

This study aims to determine the effect of Leadership Style and Work Motivation on Employee Performance in South Jakarta Public Accountants, to determine the effect of Leadership Style on Employee Performance in South Jakarta Public Accountants, to determine the effect of Work Motivation on Employee Performance in South Jakarta Public Accountants to determine the effect Leadership Style and Work Motivation together on Employee Performance at South Jakarta Public Accountants. The method used in this research is quantitative. The population in this study were all employees with a total of 79 employees. The sample used was 79 respondents with data collection techniques and questionnaires. Methods of data analysis using validity test, reliability test, classic assumption test, regression analysis, correlation coefficient analysis, coefficient of determination analysis and hypothesis testing. Based on the results of the study, it shows that Leadership Style has an effect on Employee Performance, indicated by the value of $t_{count} = 11.970$ while $t_{table} = 1.991$ ($t_{count} > t_{table}$). Work Motivation has an effect on Employee Performance with the value of $t_{count} = 14.150$ while $t_{table} = 1.991$ ($t_{count} > t_{table}$) with a significant level of $0.00 < 0.05$. Leadership Style and Work Motivation on Employee Performance in South Jakarta Public Accountants where the value of $f_{count} = 120.609$ $f_{table} = 3.12$ ($f_{count} > f_{table}$) with a significance of $0.000 < 0.05$. The multiple regression equation is as follows: $Y = 3.664 + 0.335 X_1 + 0.559 X_2$ The multiple correlation is 0.872, the test results for the coefficient of determination are 76% and the remaining 24% is influenced by other variables.

Keywords: Leadership Style, Motivation, Performance

(*) Corresponding Author: dosen02590@unpam.ac.id

How to Cite: Yunanti, S. (2023). The Effect of Leadership Style and Work Motivation on Employee Performance In Sout Jakarta Publik Accountants. *International Journal of Education, Information Technology, and Others*, 6(2), 281-285. <https://doi.org/10.5281/zenodo.7919790>

INTRODUCTION

Every leader basically has a different behavior in leading his followers, the behavior of these leaders is called a leadership style. Leadership style is a way for leaders to influence their subordinates which is expressed in the form of patterns of behavior or personality. According to Rivai and Mulyadi in Kumala and Agustina (2018:27) defines that :leadership style is a set of characteristic used by leaders to influence subordinates so that organizational goals can be achieved or it can also be said that leadership style is a pattern of behavior and strategies that are preferred and often applied by a leader”.

A person's leadership style is identical to the person's leadership type. The leadership style of a leader has its own unique and distinctive traits, habits, temperament, character, and personality, to the behavior and style that distinguishes him from others (Erlangga, 2017). Based on the explanation regarding the definition of leadership style, it can be concluded that the leadership style of each leader has its own character, behavior, and personality traits that distinguish it from others. Effective leaders can influence subordinates in order to achieve organizational goals.

Motivation is important because motivation supports human behavior so that they want to work hard and enthusiastically in achieving optimal things.

Motivation as encouragement, is an important factor in carrying out work optimally. If each job can be run optimally, employee performance can be realized in accordance with organizational goals. Without motivation, an employee feels reluctant to carry out a job well. Employee performance will be achieved if there is a will from oneself and encouragement from other parties.

According to Hasibuan in (Sutrisno, 2017) "found that motivation is a stimulant of desire and driving force of one's will to work because each motive has a specific goal to be achieved". Based on the understanding of work motivation according to the experts above, it can be concluded by the authors that the notion of work motivation is a situation in a person's personality that encourages an individual's desire to carry out certain activities to achieve a goal in a person will manifest a behavior that is directed at the goal of achieve satisfaction goal.

Performance is the result of employee work seen from the aspect of quality, quantity, working time, and cooperation to achieve the goals set by the organization (Sutrisno, 2016). and according to Mangkunegara (2017:67) "performances is the result of work in quality and quantity achieved by an employee in carrying out his duties in accordance with the responsibilities given to him". For the definition of performance above, it can be concluded that performance is the result or work in quality and quantity achieved by an employee in carrying out his duties in accordance with the responsibilities given to him.

RESEARCH METHOD

In the research, the author uses an associative quantitative research method and according to Sugiyono (2017) explain that "quantitative research is a process of finding knowledge that uses data in the form or numbers as a tool to analyze information about what you want to know".

This study uses an associative approach, according to Sugiyono (2017:44) "associative is research that aims to determine the effect or relationship between two or more variables". This associative research can be built a theory that functions to explain, predict and control a phenomenon.

RESULTS AND DISCUSSION

To find the results of this study, the set data were processed using the SPSS 24 statistical application and testing was carried out. The results of the research on the influence of leadership style and work motivation on employee performance show that there is an influence between leadership style on employee performance,

there is an influence of work motivation on employee performance, and there is an influence between leadership style and work motivation on employee performance. To find out the results of this study, the data set was processed using the SPSS 24 statistical application and testing was carried out. Based on the results of data processing are as follows :

1. The Influence of Leadership Style (X1) on Employee Performance (Y)

Leadership style has a significant effect on employee performance with a regression equation $Y = 6.414 + 0.800 X1$. The correlation coefficient value of 0.807 means that the two variables have a very strong relationship level. The coefficient of determination is 0.650, meaning that the two variables have a strong degree of relationship. The coefficient of determination is 65%. The hypothesis test obtained results $t_{count} > t_{table}$ ($11.970 > 1.991$) and has a sig value <0.05 ($0.000 < 0.05$), meaning that H_0 is accepted in other words that Leadership Style has a positive and significant effect on Employee Performance, according to the positive results , then the greater the Leadership Style in the company, the Employee Performance will increase.

Problem related to leadership style on employee performance at the Muhammad Danial Public accounting Firm, South Jakarta conducted a series of surveys related to leadership style. According to Kartono (2017:34) “leadership style is the nature, habits, temperament, character and personality that distinguishes a leader in interacting with others”. That way employee performance will increase and effectiveness.

2. Effect of work motivation (x2) on employee performance (Y)

At the Muhammad Danial South Jakarta Public Accounting Firm will increase. Work motivation has a significant effect on employee performance with the regression equation $Y = 5.717 + 0.829 X2$. The correlation coefficient value is 0.850, meaning that the two variables have a very strong relationship level. The coefficient of determination is 0.772, meaning that the two variables have a strong degree of relationship. The coefficient of determination is 77.2%. hypothesis testing result obtained $T_{count} > T_{table}$ ($14.150 > 1.991$) and has a sig value <0.05 ($0.000 < 0.05$) , meaning that H_0 is accepted in other words that work motivation has a positive and significant effect on employee performance, according to the positive result, then the greater the work motivation in the company, the employee performance will increase. In aiming to improve employee performance through appropriate work motivation at the Muhammad Danial South Jakarta Public Accounting Firm, hereby perform or provide the needs needed by employees such as physiological needs, needs for a sense of security, and social needs. According to Hasibuan (2017) “finding that motivation is a stimulant of desire and driving force of one’s will to work because each motive has a specific goal to be achieved. That way the performance of employee.

3. The effect of leadership style (X1) and work Motivation (X2) on employee performance (Y)

Based on the results of the study, it shows that leadership style and work motivation have a simultaneous effect on employee performance by obtaining the regression equation $Y = 3.664 + 0.335 X_1 + 0.559 X_2$, the value of the correlation coefficient or the degree of relationship between the independent variables and the variables relates results obtained by 0.872 means that it has a very strong relationship, the coefficient of determination is 0.760 or the contribution of its influence simultaneously is 76% while the remaining 24% is influenced by other factors. The hypothesis test obtained by $F_{count} > F_{table}$ ($120.609 > 3.12$) and has a sig value < 0.05 ($0.000 < 0.05$), meaning that H_a is accepted and H_o is rejected.

According to Gatot Kusjono, Firmansyah (2019) under the title the influence of leadership style and work motivation on employee performance at PT Lee Cooper Indonesia, South Jakarta. Obtaining research results the research results obtained multiple linear regression equation $Y = 11.318 + 0.430 X_1 + 0.299 X_2$ with $F_{count} > F_{table}$ ($36.565 > 2.760$). meaning that H_o is rejected and H_a is accepted, meaning that there is a significant influence between leadership style and work motivation on employee performance with the contribution of leadership and motivation variable to performance indicated a coefficient of determination of 55.3%. partially, leadership style and motivation also influence the performance of employee of Public Accountants in south Jakarta.

CONCLUSION

For the results of the analysis and discussion of leadership style and work motivation on employee performance, it can be concluded that :

1. Leadership style has a positive and significant effect on employee performance, according to the positive results, the greater the leadership style that exists in company leaders, the employee performance will increase and have good results.
2. Work motivation has a positive and significant effect on employee performance, according to the positive in the company, the greater the work motivation applied in the company, the employee performance will increase and have enthusiasm at work and affect employee performance.
3. Based on the results of the study, it shows that leadership style (X_1) and work motivation (x_2) have a significant effect on employee performance by obtaining the regression equation $Y = 3.664 + 0.335 X_1 + 0.559 X_2$, the value of the correlation coefficient or the level of relationship between the independent variable and related variables obtained by 0.872, the point has a very strong relationship, the value of the coefficient of determination is 0.760 or the simultaneous contribution of 76% while the remaining 24% is influenced by other factors. The hypothesis test was obtained based on the results of hypothesis testing in the table above, the value of $F_{hitung} > F_{table}$ ($120.609 > 3.12$) was obtained, this was reinforced by a significance probability value of $0.000 < 0.05$ meaning that H_a was accepted and H_o rejected.

BIBLIOGRAPHY

- Afandi, P. (2018). *Manajemen Sumber Daya Manusia .Teori, Konsep dan Indikator*. Riau: Zanafa Publishing.
- Handoko, T. Hani. (2016). *Manajemen Personalialia & Sumber daya Manusia*.
- Hasibuan_(2016). *Manajemen sumber daya manusia*. Bumi Aksara
- Hasibuan_(2017). *Manajemen sumber daya manusia* Jakarta: Bumi Aksara.
- Hasibuan (2016). *Manajemen Sumber Daya Manusia*. Jakarta: Penerbit Bumi Aksara.
- Mangkunegara, A.P. (2016). *Manajemen Sumber Daya Manusia*.
- Mangkunegara, A.P. (2013). “*Manajemen Sumber Daya Manusia Perusahaan*”, PT. Remaja Rosdakarya, Bandung
- Purnaya, I. G. K., & SE, S. (2016). *Manajemen Sumber Daya Manusia*. Penerbit Andi.
- Sutrisno, E. (2016). *Manajemen Sumber Daya Manusia*. Cetakan ke 8, Prenada Media Group. Jakarta.
- Sutrisno, E (2016). *Manajemen Sumber Daya Manusia*, Cetakan Kelima. Prenada Media, Yogyakarta. 2011. *Manajemen Sumber Daya Manusia*. Kencana, Jakarta.
- Sugiyono. (2013). *Metode Penelitian Pendidikan Pendekatan Kuantitatif, Kualitatif, dan R&D*. Alfabeta, Bandung.
- Sugiyono._(2012). *Metode Penelitian Kuantitatif Kualitatif dan R&D*. Bandung: Alfabeta.
- Sugiyono, S. (2016). *Metode Penelitian Kuantitatid, Kualitatif, dan R&D*. Alfabeta, Bandung.