

The Influence Of Leadership And Work Motivation On Employee Performance At Pt Tarino Indonesia Perdana

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Abstract

Performance is the result of work in quality and quantity that is achieved by an employee in carrying out his duties in accordance with the responsibilities given to him. Factors that affect employee performance. This study aims to determine the effect of leadership and work motivation on the performance of employees of PT Tarino Indonesia Perdana.

This research was conducted at PT Tarino Indonesia Perdana with a total population of 109 employees at PT Tarino Indonesia Perdana. Determination of the sample with the formula solvin, then determined the sampling with a total of 40 employees. Data collection methods used are observation, interviews and questionnaires. The data technique used is multiple linear regression analysis.

The results of the study show that leadership has no positive and significant effect on employee performance at PT Tarino Indonesia Perdana. Work motivation has a positive and significant effect on employee performance at PT Tarino Indonesia Perdana.

Keywords: Leadership, Work Motivation and Employee Performance.

Introduction

PT Tarino Indonesia Perdana is a company engaged in the manufacturer of plastic to fiber bins. PT Tarino Indonesia Perdana is located at Jl. Pesantren, Ciujung, Sukaraja District, Bogor Regency, West Java. PT Tarino Indonesia Perdana was started in 2001 by Mr. Budi Goni until now. Since the establishment of PT Tarino Indonesia Perdana has the intention of being the main in the business world that is able to provide great benefits for the actors in it and it is hoped that the business that is run is able to develop from time to time. In addition, in the city of Bogor there is still quite a lot of demand for cleaning equipment, especially trash cans. PT Tarino Indonesia Perdana is able to make deliveries ranging from small to large scale, especially whether it is shipping within the city to outside the city.

The ability of a company to develop is highly dependent on the ability of its human resources. One of them is by utilizing existing resources in the company to carry out work tasks that are closely related to a directed framework for the development of a company or organization. The success of the entire implementation of the work tasks of a company will be very influential and determined by the availability of quality human resources.

Performance has an important meaning for employees, the existence of performance appraisals means that employees get attention from superiors. In addition, it will increase employee morale because this performance appraisal allows outstanding employees to be promoted, developed, and rewarded for achievements, otherwise employees who do not perform may be demoted.

A leader must be able to influence his subordinates to act in accordance with the vision, mission and goals of the company.

Motivation can be defined as the process that describes the intensity, direction and perseverance of a person in trying to achieve their goals. So motivation is not something that can be observed but is something that can be inferred because of visible behavior. Motivation is also something that makes someone excited to do work. That is why, work motivation in work psychology is usually called a driver of work enthusiasm. So important work motivation for a company is as a driving factor for employees.

Leadership and motivation are important in a modern era where organizations require democratic implementation of work and good work motivation, the consequences that may arise from poor leadership and motivation are a decrease in employee performance which will have an impact on reducing the total performance of the company.

As for the problems concerning leadership in corporate agencies that are still less effective. This ineffectiveness can be seen from the role of a leader who is less assertive and the lack of supervision carried out by the leadership so that it has an impact on employee performance.

In addition, the lack of motivation provided in the form of enthusiasm for work, this can be seen from the lack of awareness of employees to work professionally in carrying out the assigned tasks, for example, there are still many employees who lack confidence and there are still many employees who do not have responsibility for their work. For example, the lack of motivation given by superiors to employees such as giving awards to employees who excel.

This needs to receive attention from the leadership in the office so that the performance of its employees increases, in this condition it is very necessary for the leadership to apply leadership in leading its subordinates and providing good motivation to all employees because employees who have good leaders and motivation will try to improve their performance so that their work can succeed as well as possible. Based on this background, the authors are interested in conducting research with the title "The Effect of Leadership and Work Motivation on Employee Performance at PT Tarino Indonesia Perdana".

Problem Formulation

1. Is there any influence of leadership on employee performance of PT Tarino Indonesia Perdana?
2. Is there any influence of work motivation on employee performance of PT Tarino Indonesia Perdana?
3. Is there any influence of leadership and work motivation on employee performance of PT Tarino Indonesia Perdana ?

Research Objectives

1. To determine and analyze the effect of leadership on employee performance at PT Tarino Indonesia Perdana.
2. To determine and analyze the effect of work motivation on employee performance at PT Tarino Indonesia Perdana.
3. To know and analyze the influence of leadership and work motivation on employee performance at PT Tarino Indonesia Perdana.

Research Methods

Type of Research Data

In this study, the type of data the authors used was quantitative data. Quantitative data is data obtained from survey results related to numbers and calculations using formulas. Data obtained from PT Tarino Indonesia Perdana which can be calculated, such as the number of employees and other data that support research.

Source of Research Data

1. Primary data is data obtained by researchers directly from the unit of analysis under study, namely individuals / people in companies / agencies / organizations. Primary data is data obtained from interviews, observations, questionnaires, to related parties to obtain about the influence of leadership and work motivation on employee performance at PT Tarino Indonesia Perdana.
2. Secondary data is data that is already available so that we are just looking to collect the data, the acquisition of results obtained from articles and documents obtained from a particular organization is also known as the initial data that we obtained from PT. Tarino Indonesia Perdana.

Data Collection Technique

According to Sugiyono (2017, p.194), data collection techniques can be seen in terms of data collection methods or techniques, through interviews, questionnaires and observations. In this study, researchers used questionnaire techniques in collecting data.

1. Interview (Interview)

Interviews can use a data collection technique by determining issues that must be researched to find out things about the respondent.

2. Questionnaire (Questionnaire)

According to Sugiyono (2015: 142) in (Shabrina et al., 2020) questionnaires are a fairly efficient data collection technique when researchers know the variables to be measured. Anget is a data collection technique that is done by giving questions or written statements to respondents to be answered by respondents.

3. Observation

Observation is an observation or technique carried out by making careful observations and recording systematically.

Population

Population According to sandi Suyoto and Ali Sodik (2015: 63) is a generalization area consisting of objects / subjects that have certain quantities and characteristics set by researchers to study and then draw conclusions.

Sample

Samples according to sandi Suyoto and Ali Sodik (2015: 64) are part of the number and characteristics possessed by the population, or a small part of the population members taken according to certain procedures so that they can represent the population. If the population is large, and the researcher is unlikely to study everything in the population, something like this is due to limited funds or costs, energy and time, therefore the researcher can use a sample taken from the population. The sample to be taken from the population must be truly representative or representative.

The technique in sampling the author uses the slovin method, using an error rate of 10% or 0.10 so that the sampel is fulfilled.

$$n = \frac{N}{1+n(e)^2}$$

Slovin in Sugiyono 2014: 62

n = the size of the sample taken

N = Total population taken

e = significant level / error

known N = 109 people; e = 10%

then $n = 109 / (1 + (109 \times (0.1)^2))$

N = 39.8 adjusted by the researcher to 40 samples

Analysis Method

According to Sugiyono (2016: 206) what is meant by data analysis is as follows:

Data analysis is an activity after data from all respondents is collected. Activities in data analysis classify data based on variables and types of respondents, present data from each variable studied, perform calculations to answer problem formulations and perform calculations to test hypotheses that have been proposed.

Validity Test

According to Sugiyono (217: 125) to test the validity of the construct, it is done to correlate how to correlate the instrument item scores in a factor, and correlate the factor scores with the total score. The validity test is used to calculate the correlation between each question and its total value. The formula used to test the validity of this instrument is product moment from Karl Person as follows:

$$r_{xy} = \frac{n(\sum xy) - (\sum x)(\sum y)}{\sqrt{\{n(\sum x^2) - (\sum x)^2\}\{n(\sum y^2) - (\sum y)^2\}}}$$

Description:

rx_y: correlation coefficient between x and y r_{x_y}

n: number of subjects

x: item score

y: total score

$\sum x$: sum of item scores

$\sum y$: sum of squares of item scores

$\sum xy$: total score of the product of x and y.

Reliability Test

The reliability test serves to determine as the instrument in the questionnaire can be used more than once, at least by the same respondent will produce consistent data. Instrument reliability characterizes the level of consistency. The reliability test can be carried out jointly on all questions V Wiratna Sujarweni (2019: 110). If $\alpha > 0.60$ then reliable. With the following formula:

$$r = \left[\frac{k}{k-1} \right] \left[1 - \frac{\sum \sigma_b^2}{\sigma_t^2} \right]$$

Description :

r = alpha reliability coefficient

- k = number of items
- $\sum \sigma_b^2$ = Variance of respondents for items
- σ_t^2 = Sum of total score variances

Classical Assumption Test

The classic assumption test is a data test used to determine whether the research data is eligible for further analysis, to answer the research hypothesis. Data analysis techniques are tailored to the objectives and research design. Data in research before the analysis process using comparative, associative, or causality tests must fulfill classical assumption testing. The type of classical assumption testing is adjusted to the analysis technique used as follows:

1. Data Normality Test

The data normality test aims to determine the normality of a data from each research variable. The normality test is a test to measure whether the existing data is normally distributed / not data so that it can be used in parametric statistics. In this study, in order to detect data normality, it can be done using the Kolmogorovsmirnov approach combined with the Normal $P - P$ Plots curve.

In the provisions of this test, if the probability or Asymp Sig (2-tailed) is greater and the level of significance ($\alpha=0,05$), then the data is normally distributed, while if the normal curve $P - P$ Plots the data is normal if the data points are in the direction of following the diagonal line. Normality testing is done with computer application tools.

$$x^2 = \frac{fi - fh}{fh}$$

Source : (V Wiratna Sujarweni, 2019:120)

Description :

x^2 = chi squared count

f_h = expected frequency

f_i = frequency/number of observations

Multicollinearity Test

Multicollinearity is a situation where some or all of these independent variables are equal to one, the consequences are:

- a. regression coefficients become unstable
- b. The standard error value of each regression coefficient becomes infinite

This means that the greater the correlation between the independent variables, the greater the error of the regression coefficients from the greater standard error. The method used to detect the presence or absence of multicollinearity is to use the Variance Inflation Factor (VIF)

$$VIF = \frac{1}{1 - Ri^2}$$

Ri^2 is the coefficient of determination obtained by regressing one of the independent variables X_1 on the other independent variables. If the VIF value is less or equal to 10, there is no multicollinearity among the independent variables.

3. Heteroscedasticity Test

The heteroscedasticity test is used to determine whether the regression model occurs inequality of variance from the residuals of one observation to another observation is fixed, it is called homoscedasticity and if it is called heterododisity. A good regression model is homoscedasticity or if heteroscedasticity does not occur.

This test is done by using the Glester test. The glester test is used to regress the absolute value of the unstandardized residual and the value of the independent variable or the transformed variable. The decision-making criteria if the significant value is > 0.050 then there is no heteroscedasticity problem. If on the contrary the significant value < 0.050 then there is a heteroscedasticity problem Imam Gozali (2016: 143)

Data Analysis Method

The analysis technique used in this research is a two-periodic regression analysis technique or multiple regression analysis. This analysis is used to determine whether or not there is an influence of leadership and work motivation on the performance of employees of PT Tarino Indonesia Perdana. The result of regression analysis is the coefficient for each independent variable. This coefficient is obtained by predicting the value of the dependent variable with an equation. The multiple linear regression equation is as follows:

$$Y = a + b1 X_1 + b2X_2 + b3X_3 + e =$$

Description:

Y = Employee performance

a = Constant

b1 = Regression coefficient and leadership

b2 = Regression coefficient and work motivation

X1 = Leadership

X2 = Work motivation

Hypothesis Test

Statistical hypothesis is a basis for determining decisions, whether to accept or reject the truth of the data obtained during the research process, which relates to the variables stated in the hypothesis to temporarily answer this research, it will be tested with the t test (partial analysis) and f test (slimutan analysis).

The statistical hypotheses in this study are:

Ho1: There is no influence between leadership on the performance of employees of PT Tarino Indonesia Perdana.

Ha1 : There is an influence between leadership on the performance of employees of PT. Tarino Indonesia Perdana

Ho1 : There is no influence between work motivation on employee performance of PT. Tarino Indonesia Perdana

Ha1 : There is an influence between work motivation on the performance of employees of PT Tarino Indonesia Perdana.

1. T test (partial analysis)

Hypothesis testing (t test) is done using the formula:

$$t_{hitung} = \frac{r\sqrt{n-2}}{\sqrt{1-r^2}}$$

Description :

r = correlation

n = sample

testing of the above research is done by comparing the calculated value and t table. The test criteria are as follows:

Ho is accepted if t table > t count; or

Ha is rejected if t table < t count

2. R test (coefficient of determination)

According to Ghozali (2018) the R test is to measure how far the model's ability can win variations from the independent variable. The coefficient of determination is between zero and one. If the R2 value is small, it indicates that the ability of the independent variables to explain the dependent variable is very limited. The clarification of the coefficient value is as follows

1. 0 : There is no correlation

2. 0 to 0.49: Weak correlation

3. 0,50 : Normal correlation

4. 0.51 s.d 0.99 : Strong correlation

Validity Test

To see the validity level of all questionnaire question items that the author compiled, it can be seen in the table below:

Table 9 Results of the Leadership Variable Validity Test

No Statement	r-product moment calculated	r-product moment table N = 40	Significance	Conclusion
X1.1	0,947	0,312	0,000	Valid
X1.2	0,950	0,312	0,000	Valid
X1.3	0,922	0,312	0,000	Valid
X1.4	0,926	0,312	0,000	Valid
X1.5	0,943	0,312	0,000	Valid
X1.6	0,962	0,312	0,000	Valid
X1.7	0,927	0,312	0,000	Valid
X1.8	0,951	0,312	0,000	Valid

X1.9	0,921	0,312	0,000	Valid
X1.10	0,923	0,312	0,000	Valid
X1.11	0,933	0,312	0,000	Valid
X1.12	0,969	0,312	0,000	Valid
X1.13	0,943	0,312	0,000	Valid
X1.14	0,948	0,312	0,000	Valid
X1.15	0,969	0,312	0,000	Valid
X1.16	0,937	0,312	0,000	Valid
X1.17	0,931	0,312	0,000	Valid
X1.18	0,938	0,312	0,000	Valid

Source: SPSS25 data processed by researchers, 2023

Based on Table 9, successively for statements X1.1 to X1.18, the calculated r-product moment values listed in the table can be concluded that all of them are greater than the r-product moment table ($n = 40; \alpha = 5\%$) = 0.312 and are supported by a significance value that is below 0.5, thus all statements on variable X1 (Leadership) are declared valid and can be used for further research.

Table 10 Results of the Work Motivation Variable Validity Test

Source: SPSS25 data processed by researchers, 2023

Based Table	No Statement	r-product moment calculated	r-product moment table N=40	Significance	Conclusion	on 10,
	X2.1	0,951	0,312	0,000	Valid	
	X2.2	0,955	0,312	0,000	Valid	
	X2.3	0,946	0,312	0,000	Valid	
	X2.4	0,909	0,312	0,000	Valid	
	X2.5	0,921	0,312	0,000	Valid	
	X2.6	0,922	0,312	0,000	Valid	
	X2.7	0,918	0,312	0,000	Valid	
	X2.8	0,906	0,312	0,000	Valid	
	X2.9	0,942	0,312	0,000	Valid	
	X2.10	0,935	0,312	0,000	Valid	
	X2.11	0,920	0,312	0,000	Valid	
	X2.12	0,909	0,312	0,000	Valid	
	X2.13	0,922	0,312	0,000	Valid	
	X2.14	0,924	0,312	0,000	Valid	
	X2.15	0,927	0,312	0,000	Valid	

successively for statements X2.1 to X2.15, the calculated r-product moment values listed in the table can be concluded that all of them are greater than the r-product moment table ($n = 40; \alpha = 5\%$) = 0.312 and are supported by a significance value that is below 0.5, thus all statements on variable X2 (Work Motivation) are declared valid and can be used for further research.

Table 11 Employee Performance Variable Validity Test Results

Source: SPSS25 data processed by researchers, 2023

Based Table	No Statement	r-product moment Calculated	r-product moment table N=40	Significance	Conclusion	on 11,
	Y.1	0,903	0,312	0,000	Valid	
	Y.2	0,918	0,312	0,000	Valid	
	Y.3	0,915	0,312	0,000	Valid	
	Y.4	0,924	0,312	0,000	Valid	
	Y.5	0,934	0,312	0,000	Valid	
	Y.6	0,907	0,312	0,000	Valid	

Y.7	0,935	0,312	0,000	Valid
Y.8	0,939	0,312	0,000	Valid
Y.9	0,913	0,312	0,000	Valid
Y.10	0,927	0,312	0,000	Valid
Y.11	0,921	0,312	0,000	Valid
Y.12	0,946	0,312	0,000	Valid

successively for statements Y1 to Y12, the calculated r-product moment values are listed in the table, it can be concluded that all of them are greater than the r-product moment table ($n = 40$; $\alpha = 5\%$) = 0.312 and are supported by a significance value that is below 0.5, thus all statements on variable Y (Performance) are declared valid and can be used for further research.

Table 12 Reliability Test of Leadership Variables

Reability Statistics

Cronbach`s Alpha	N of Items
,992	18

Source: SPSS25 data processed by researchers, 2023

Based on table 12, the Cronbach`s Alpha result for the service quality variable is 0.992 and the Cronbach`s Alpha value is greater than 0.6, so it is declared reliable.

Table 13 Reliability Test of Work Motivation Variables

Reability Statistics

Cronbach`s Alpha	N of Items
,988	15

Source: SPSS25 data processed by researchers, 2023

Based on table 13, the Cronbach's Alpha result for the Price Perception variable is 0.988 and the Cronbach's Alpha value is greater than 0.6, so it is declared reliable.

Table 14 Employee Performance Variable Reliability Test

Reability Statistics

Cronbach`s Alpha	N of Items
,984	12

Source: SPSS25 data processed by researchers, 2023

Based on table 13, the Cronbach's Alpha result for the Employee Performance variable is 0.984 and the Cronbach's Alpha value is greater than 0.6, so it is declared reliable.

Classical Assumption Test

Table 15 Normality Test

One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		40
Normal Parameters ^{a,b}	Mean	0E-7
	Std. Deviation	12.56504321
Most Extreme Differences	Absolute	,136
	Positive	,091
	Negative	-,136
Kolmogorov-Smirnov Z		,862
Asymp. Sig. (2-tailed)		,447
a. Test distribution is Normal.		

b. Calculated from data.

Source: SPSS25 data processed by researchers, 2023

Based on the results of the Normality Test using the Kolmogorov-Smirnov test method using SPSS assistance. The significance result of the Normality test was 0.447 where the result was greater than the significance requirement of 0.05. So it can be concluded that the normality test in this study is normally distributed.

Table 16 Multicollinearity Test X1 and X2 Against Y

Model		Coefficients ^a	
		Collinearity Statistics	
		Tolerance	VIF
1	Total Total Leadership	,138	7,262
	Total Work Motivation	,138	7,262

a. Dependent Variable: Total Kinerja

Source: SPSS data processed by researchers, 2023

Based on table 16, the Leadership variable (X1) obtained a tolerance value of 0.138 and a VIF value of 7.262 then the Work Motivation variable (X2) obtained a tolerance value of 0.138 and a VIF value of 7.262 and the variable can be concluded that the tolerance value is not less than 0.1 and the VIF value of all variables is smaller than 10.00. So it can be concluded that there is no Multicollinearity in the dependent variable.

Heteroskedastisitas Test

Tabel 17 Heteroskedastisitas Test X1 and X2 Against Y

Model	Coefficients ^a				t	Sig.
	Unstandardized Coefficients		Standardized Coefficients			
	B	Std. Error	Beta			
(Constant)	3,200	0,161			19,888	,000
1	Total Leaderrship	-,004	,006	-,238	-,635	,529
	Total Work Motivation	,015	,008	,748	1,997	,053

a. Dependent Variable: RES2

Source: SPSS25 data processed by researchers, 2023

Based on table 17 referring to the coefficient table output, it is known that the independent variable Leadership with a sig value of 0.529 > 0.05. Then the independent variable Work Motivation with a sig value of 0.053 > 0.05. The conclusion is that there is no variable whose significance is below 0.05, so the independent variable does not experience heteroscedasticity problems.

Hypothesis Testing Results

Multiple Regression Analysis

Table 18 Multiple Regression Analysis

Model	Coefficients ^a			T	Sig.	
	Unstandardized Coefficients		Standardized Coefficients			
	B	Std. Error	Beta			
(Constant)	32.234	2,040		15,799	,000	
1	Total Leadership	-,234	,081	-,762	-2,898	,006
	Total Work Motivation	,537	,097	1,461	5,559	,000

a. Dependent Variable: Total Kinerja

Source: SPSS25 data processed by researchers, 2023

Based on Table 18, the multiple regression equation for this study can be determined as follows:

$$Y = 32,234 + -0,234 (X1) + 0,537 (X2) + e$$

Based on the above equation can show that :

1. $X_1 = X_2 = 0$, then Y will be equal to its constant value, namely 32.234
2. If X_1 (Leadership) increases by 1 (one) unit, Y (Performance) will potentially increase by -0.234 if other variables are considered constant.
3. If X_2 (Work Motivation) increases by 1 (one) unit, Y (Performance) will potentially increase by 0.537 if other variables are considered constant.

Coefficient of Determination

Table 19 Correlation and Determination Coefficients

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,805 ^a	,648	,629	5,289

a. Predictors: (Constant), Total Work Motivation, Total Leadership

Source: SPSS25 data processed by researchers, 2023

Based on table 19, the results of the summary model output can explain that the relationship or multiple correlation between all variables (Compensation and Work Culture) has a high strength of relationship. This is seen based on the multiple correlation coefficient value of 0.805. The acquisition of the coefficient of determination r-square value of 0.648 can be explained that the Leadership and Work Motivation variables are able to influence or explain the diversity (variability) of the value of customer satisfaction by 75% while the remaining (100% - 75% = 25%) is influenced outside the model or explained by other variables that are not examined.

T Test (Partial Test)

Table 20 Partial Test (T-tests) Leadership and Work Motivation on Performance

Model	Coefficients ^a				T	Sig.
	Unstandardized Coefficients		Standardized Coefficients			
	B	Std. Error	Beta			
(Constant)	32.234	2,040			15,799	,000
1 Total Leadership	-,234	,081	-,762		-2,898	,006
Total Work Motivation	,537	,097	1,461		5,559	,000

a. Dependent Variable: Total Performance

Source: SPSS25 data processed by researchers, 2023

To show the relationship between Leadership (X_1) on Performance Satisfaction (Y) and Work Motivation (X_2) on Performance (Y) with t table $\alpha = 5\%$ ($df = n-k-1$ or $df = 40-2-1 = 37$; $\alpha = 5\%$) = 2.026 then:

The test hypothesis between X_1 on Y partially

Ho: $\beta = 0$, there is no effect of Leadership on Performance

H1: $\beta \neq 0$, there is an effect of Leadership on Performance

Based on table 20, the t table value is greater than t count or ($-2.898 < 2.026$), and the significance value is below 0.05 ($0.006 < 0.05$). Thus H_0 is rejected and H_1 is accepted, this means that there is an effect of Leadership on Performance.

The test hypothesis between X_2 on Y partially

Ho: $\beta = 0$, there is no effect of Work Motivation on Performance

H2 : $\beta \neq 0$, there is an effect of Work Motivation on Performance

Based on table 20, the calculated t value is greater than the t table or ($5.559 > 2.026$), and the significance value is below 0.05 ($0.000 < 0.05$). Thus H_0 is rejected and H_2 is accepted, this means that there is an effect of Work Motivation on Performance.

F Test (Simultaneous Test)

Table 21 F Test (Simultaneous)

ANOVA ^a					
Model	Sum of Squares	Df	Mean Square	F	Sig.
Regression	1,905,043	2	952,521	34,050	,000 ^b
Residual	1,035,048	37	27,974		
Total	2,940,090	39			

a. Dependent Variable: Total Performance
b. Predictors: (Constant), Total Work Leadership, Total Work Motivation

Source: SPSS25 data processed by researchers, 2023

Based on table 21, the relationship between the independent variable (X), which consists of Leadership and Work Motivation simultaneously with the dependent variable (Y), namely Performance, then obtained the f table with 2 independent variables, namely 3.32.

1) Hypothesis testing between X1 and X2 simultaneously on Y partially

Ho: $\beta = 0$, there is no effect of Leadership and Work Motivation on Performance.

H4: $\beta \neq 0$, there is an effect of Leadership and Work Motivation on Performance.

Based on table 21, the calculated F value is 34.050 and the F table is 3.32, thus the calculated F is greater than the F table or ($34.050 > 3.16$). And the significance value is above 0.05 ($0.000 < 0.05$). Thus H0 is rejected and H4 is accepted, this means that there is an influence between Leadership and Work Motivation on employee performance.

Conclusion

Based on the results of the analysis and discussion previously described about the influence of leadership and work motivation on employee performance at PT Tarino Indonesia Perdana, several conclusions can be drawn from the overall research results, namely as follows: 1) All leadership variables, work motivation and employee performance are declared valid using the validity test, reliability test and classical assumption test. 2) Leadership has a positive and significant effect on performance with a regression coefficient value of -0.234 and has a significance value of 0.006. 3) Work motivation has a positive and significant effect on performance with a regression coefficient value of 0.537 and has a significance value of 0.000. 5) Leadership and work motivation together have a positive and significant effect on performance with a regression coefficient value of 34.050 and has a significance value of 0.000.

This means that the better the leadership and work motivation provided by the organization or company, the more employee performance will increase.

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